
Event Agenda

2024 SIOP Annual Conference

Wednesday, April 17, 2024

PreConference Workshops and Consortia Registration

6:30 AM – 9:00 AM | Location: Hyatt Grand Foyer/Registration

Preregistration **required** to attend PreConference Workshops or Consortia sessions.

PreConference Morning Workshops

8:00 AM – 12:00 PM | Location: Hyatt Grand Foyer/Registration

All preconference workshops require preregistration and an additional fee. You may add these items by logging back into the [registration site](#).

Workshop 1: (De)-Humanizing HR: Navigating the Uses, Risks, and Ethics of Artificial Intelligence

Workshop 2: Launching Selection and Development Assessments: Fail Here, Succeed Later

Workshop 3: Beyond the Buzzwords: Neurodiversity Inclusion and Better Work for All

Workshop 4: Managing Performance Management: A Practical Approach for Optimization

Workshop 5: Empowering People Analytics: Building a Meaningful Function From the Ground Up

Workshop 6: How Leaders Create Agility Is Different Than You Think

Workshop 7: Skills Revolution: Understanding the Why, What, and How

Workshop 8: Leveraging the Science of Leadership Potential for Talent Management in Global Organizations

Workshop 10: Advanced Topics in 360 Feedback: Internal and External Perspectives

General Conference Registration

9:00 AM – 8:00 PM | Location: Hyatt Grand Foyer

Registration is held on the 2nd floor outside the Grand Ballrooms

Doctoral Consortium

9:00 AM – 5:00 PM | Location: Hyatt Grand Foyer/Registration

Preregistration was required to attend.

Early Career Faculty Consortium (ECFC)

9:00 AM – 5:00 PM | Location: Hyatt Grand Foyer/Registration

Preregistration was required to attend.

Early Career Practitioner Consortium (ECPC)

9:00 AM – 5:00 PM | Location: Hyatt Grand Foyer/Registration

Preregistration was required to attend.

Poster Sessions/Virtual Posters

12:00 PM – 12:50 PM | Location: Asynchronous/Prerecorded

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Below are virtual posters that will not be presented in person at the conference. You may review the PDF poster files for these posters at your leisure by clicking on the poster titles below.

What Facilitates Team Performance? A Causal Chain from Group-Level Person–Group Fit (Poster - 196469)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Seong, J. Y., Linyuan, Z., & Hong, D-S. (2024). What Facilitates Team Performance? A Causal Chain from Group-Level Person-Group Fit [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study observes a 3-way interaction among person–group (PG) value fit mean, its dispersion, and team–member exchange (TMX) at the group level in predicting team performance. The result shows that the 3-way interaction between group-level PG value fit, its dispersion, and TMX predicts team performance. The positive relationship between group-level PG value fit and team performance is strongest for the teams of low fit dispersion (low diversity) with low TMX. Implications and future research directions are discussed.

The Effects of Psychological Compassion Climate (Poster - 196581)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Prezuhy, M., Nolan, M., Elvin, W., (2023). THE EFFECTS OF PSYCHOLOGICAL COMPASSION CLIMATE [Poster Presentation]. SIOP 2024, Chicago, IL.

CSM Abstract due at 12:00pm on Monday April 15th

The purpose of the current study is to examine the causal effects of Psychological Compassion Climate(PCC) on social connectedness, job satisfaction, prosocial behavior intentions, positive affect, negative affect using an experimental vignette methodology. PCC captures the extent to which an individual perceives that their work team collectively notices, feels, and is motivated to respond to the suffering of its members (Nolan et al. 2022). A total of 71 participants were recruited via Amazon MTurk. Participants were randomly assigned to one of two conditions: the compassion(n=34) or the creative control (n=37) conditions. Participants read the experimental vignette scenario and then responded to the psychological compassion climate and outcome measures. Using a structure equation modeling approach to test hypotheses(Williams et al. 2009), we found that those in the compassion condition reported higher perceptions of PCC compared to those in the creative control condition, and PCC was subsequently associated with all outcomes in the hypothesized directions. Furthermore, compassion experimental condition was positively and indirectly related to anticipated social connectedness, job satisfaction, positive affect, and prosocial behavior intentions through PCC, & negatively and indirectly related to negative affect and turnover intentions through PCC. This study successfully induced PCC using an experimental design, providing deeper insights on the specific benefits of psychological compassion climate.

Cohesion Unveiled: A Meta-Analysis of Team Foundations and Associations (Poster - 196593)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Nicolaidis, V. C. (2024). Exploring the Foundations and Associations of Team Cohesion: A Meta-Analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This comprehensive meta-analysis investigates team cohesion's relationships. It finds positive links with task interdependence, teamwork processes, emergent states, and team member satisfaction. Surprisingly, it also reveals a negative association with task and relationship conflict, challenging previous research. These findings offer valuable insights into the multifaceted nature of team cohesion, extending understanding beyond performance outcomes.

Ethical Decision Making in Research Teams: A Mixed-Methods Study (Poster - 196625)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Watts, L. L., Nandi, S., Martin-Raugh, M., & Linhardt, R. (2024). Ethical decision making in research teams: A mixed-methods study [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors investigated team-level factors associated with ethical decision making among researchers. Scientists and engineers were interviewed using a think-aloud protocol. Transcripts (n = 40 situations) were content analyzed to quantify team variables. Results demonstrated that team formalistic orientation, ethical championing, and ethical decision strategies were all positively related to the overall ethicality of team decisions. Additionally, the relationship between ethical championing and overall team decision ethicality was moderated by psychological safety and moral intensity.

Labor Control via Dormitory-esque Workplace Housing in England: A Case Study (Poster - 196703)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Olson, K. J., & Hopkins, B. (2024). Labour Control via Dormitory-esque Workplace Housing in England: A Case Study. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using a comparative case study approach, this paper provides a comprehensive exploration of dormitory labor regimes (DLRs) in the context of the UK agriculture industry, shedding light on their control mechanisms. The study finds that DLRs offer organizations financial control by providing cheap accommodation, tying it to employment, and thereby influencing workers' financial choices. Temporal control is achieved by having workers readily available for flexible work hours, whereas familial control emerges as workers are prohibited from having children live with them in the provided housing.

Employees' Daily Workload and Next-Day Procrastination (Poster - 196779)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Zhang, W., Xu, X., & Liu, X. (2024). Employee daily workload and next-day procrastination: Examining a curvilinear relationship moderated by mindfulness and its effects on performance and well-being [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors propose a curvilinear moderated mediation model to show the interactive effects of daily workload and mindfulness on procrastination, performance and well-being. They collected 1150 matched survey data from 192 full-time employees. Findings reveal that mindfulness moderates the curvilinear relationship between daily workload and procrastination. High mindfulness employees exhibit a U-shaped curve, whereas low mindfulness employees show an inverted U-shaped relationship. These effects indirectly impact performance and well-being. The theoretical and practical implications are discussed.

A Qualitative Exploration of Meaningful Work Among Remote Workers (Poster - 196807)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Kuntz., J.C., Park, G., & Wright, S. (2024). A qualitative exploration of meaningful work among remote workers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study relied on the Map of Meaningful Work and the Comprehensive Meaningful Work Scale to qualitatively explore how meaningful work is uniquely experienced by remote workers. Findings reveal opportunities to extend and refine meaningful work theory and assessments to adequately capture workers' experiences across occupational and social contexts, including remote work.

I-Deals Can Alleviate Complaining Behavior: The Mediating Role of Job Dissatisfaction (Poster - 196850)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Hange, Gao., Chiachi, Chang. & Chunhou, Chang (2024). I-Deals Can Alleviate Complaining Behavior: The Mediating Role of Job Dissatisfaction [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the potential of i-deals to alleviate negative complaining behavior in a 3-wave survey conducted with 165 Chinese employees. Findings indicated that job dissatisfaction mediated the negative relationship between i-deals and complaining behavior. Affective commitment moderated the positive relationship between job dissatisfaction and complaining.

Responsibility-Seeking Behavior: Development and Validation of a Measure (Poster - 196904)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Ajaikumar, N., Zlupko, G., Bates A., Woodruff, C. T. & Pasmore, W. A. (2024). Responsibility-Seeking Behavior: Development and Validation of a Measure [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The postpandemic work environment is changing, requiring new employee behaviors for success. This paper introduces and validates the concept of responsibility-seeking behavior (RSB), defined as the extent to which individuals demonstrate adaptability, ownership and the propensity to navigate an ambiguous and interconnected environment. A study conducted with the United States Military Academy (N = 576) supports the 4-factor RSB model and its predictive and construct validity. RSB positively predicted cadet performance and was positively related to similar constructs.

Positive Parenting Practices Shape Adolescent Leader Emergence (Poster - 196923)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Bian, W., Liu, Z. (2024). Positive Parenting Practices Shape Adolescent Leader Emergence [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Developing leadership skills during adolescence is crucial for future career success. Previous studies have primarily focused on the impact of school settings, academic courses, and simulated team tasks on leader emergence, neglecting the significant role of parental influence in this process. Employing a mixed-methods approach, this research investigated the positive relationship between parental warmth and adolescent leader emergence and the underlying mechanisms of this relationship. The quantitative study (Study 1) collected multi-source data from 1,255 adolescents ($M_{age} = 14.2$, $SD_{age} = 0.56$, 48.2% male). Findings from Study 1 revealed a positive correlation between parental warmth and adolescent leader emergence. Structural equation modeling showed two mediating pathways: an intrapersonal pathway involving self-esteem and leader self-efficacy, and an interpersonal pathway involving empathy and prosocial behavior. Encouragement of independence, as an additional adolescents-focused parenting practice, strengthened the observed positive relationship. The qualitative study (Study 2) conducted in-depth interviews with adolescents to identify the parental practices that facilitate or hinder adolescent leader emergence for the triangulation of the central research question. Study 2 collected multi-source data from 32 adolescents ($M_{age} = 15.16$, $SD_{age} = 1.37$, 50% male).

Findings from Study 2 corroborated the significance of parental warmth and the encouragement of independence for adolescent leader emergence, elucidating specific parenting behaviors conducive to these positive parenting practices, such as providing companionship and communication, as well as encouraging adolescents to participate in household tasks. This mix-methods research prepositioned the stages of leadership development, advocating for the importance of the warmth and autonomy from parents as formative factors for cultivating the next generation of leaders.

Leader Mindfulness Promotes Followers' Resilience: Why, When, and How (Poster - 196992)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Feng X. (2024). Leader Mindfulness Promotes Followers' Resilience: Why, When and How. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors established and tested a model to illustrate how leader mindfulness enables subordinates to "rebound" from setbacks caused by adversity. Using 4-wave, multisource data from 92 leaders and 344 followers, they find that leader mindfulness improves subordinates' mindfulness and, thus, their resilience by activating their psychological empowerment. However, in situations where team virtuality is high (compared to low), the positive impact of leader mindfulness on subordinates' psychological empowerment and the subsequent impact on mindfulness and resilience will be significantly weakened.

A Meta-Analytic Examination of the Dark Triad and Vocational Interests (Poster - 196994)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Fezzey, T.N.A., Harms, P.D., Crede, M. & Lowery, N. (2024). A Meta-Analytic Examination of the Dark Triad and Vocational Interests [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

There remains a critical lack of understanding of how dark traits influence where someone wants to work. To clarify these relationships, we meta-analyze studies of the Dark Triad (D3) personality traits – narcissism, Machiavellianism, and psychopathy – and RIASEC vocational interests ($k = 32$, $N = 13,679$). Results demonstrated that all three traits are drawn toward enterprising jobs and that Machiavellians and psychopaths are repelled by social jobs. Subgroup analyses indicated that published journal articles, online panels, and brief unidimensional measures of the D3 traits tend to skew effect sizes. There was a gender difference in some Machiavellianism and psychopathy effects but no notable differences in narcissism effects.

The Effects of Remote Work Transition on Personality Assessment (Poster - 197074)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Tracy, M. M., & Behrend, T. S. (2024). The Effects of Remote Work Transition on Personality Assessment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The current study examines whether the transition between work contexts (in-person work to remote work) influences an individual's self-assessment of personality on a sample of 1,475 working adults using a pre-posttest quasi-experimental design. Contrary to findings of previous studies, results did not suggest personality changed between 2020 and 2021. Additionally, the transition between work contexts did not cause a difference in personality assessment.

Situational Antecedents of Experiencing Credit Stealing at Work (Poster - 197110)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Watts, L. L., Martin-Raugh, M. & Crook, A. E. (2024). Situational antecedents of experiencing credit stealing at work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using a qualitative field survey of professionals (Study 1) and a laboratory experiment with undergraduates (Study 2), authors drew on information asymmetry theory to investigate 3 situational antecedents of credit stealing in organizations. Results demonstrated that situations characterized by status differences, a perceived lack of consequences associated with credit stealing (and expected benefits), and psychological distance all increased the likelihood that a person will be the target of credit stealing at work.

The Effects of PA on Newcomer Adjustment Outcomes: A Broaden-and-Build Perspect (Poster - 197155)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Li, H., Zhao, T. & Liu, Z. (2024). The Effects of Trait PA on Newcomer Adjustment Outcomes: A Broaden-and-Build Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigated effects of trait PA on newcomers' adjustment outcomes through psychological and social resources (i.e., positive framing, supervisor support, and coworker support). A longitudinal survey study was conducted. It was found that (a) trait PA was positively related to initial levels of positive framing, supervisor support, coworker support, and the growth rates of positive framing and coworker support; and (b) initial levels and growth rates of supervisor support and coworker support were positively related to newcomer's task mastery, role clarity, and social integration.

The Power of Specificity: Voice Rejection and Employee Reactions (Poster - 197157)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Liu, F., Zhang, L., & Kim, S. (2024). The Power of Specificity: A Dual-Path Model Linking Voice Rejection to Withdrawal and Voice Quality [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using the dual-system framework of information processing, authors explore employees' post-rejection behavior and how different rejection manners affect their reactions. Through a survey (Study 1) and 2 experiments (Studies 2 and 3), they show that when leaders reject employees with vague feedback, voice rejection triggers negative emotions and leads to work withdrawal. Conversely, specific feedback in voice rejection promotes reflection and improves future voice quality.

A Cognitive Analysis of Caste in the Workplace in the US—It's About Time (Poster - 197183)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Prasad, A. & Sockbeson, C.E.S. (2024). A Cognitive Analysis of Caste in the Workplace in the US - It's About Time [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Cases of caste-related discrimination in the workplace have made news. The study addresses caste consciousness among the Indian diaspora in the United States. Authors explore attitudes towards caste-based affirmative action programs (AAP) and intercaste closeness. Preliminary results show roles of demographic variables: high caste identity and US born, and cognitive constructs as social dominance orientation and cross-cultural variables in predicting a critical approach to AAP and intercaste closeness.

Interaction of Employee BLM and Visionary Leadership: Decreasing Experienced Tensions (Poster - 197233)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Wu, Z. & Shen, R. Interaction of Employee BLM and Visionary Leadership: Decreasing Experienced Tensions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors tested the interaction of visionary leadership and employee bottom-line mentality (BLM) on their experienced tensions and subsequent performance. According to the paradox perspective, employee BLM and visionary leadership may help them achieve both short- and long-term goals. Employees will experience less workplace tensions and perform better when they perceive both simultaneously rather than solely focus on the either. Empirical results supported the hypotheses on the interactive impact on employee tensions at work as well as such impact on their job performance indirectly.

Is a Proactive Crafter Always Creative One? A Meta-Analysis of Mechanisms (Poster - 197234)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Shen, R. & Wu, Z. Is a Proactive Crafter Always Creative One? A Meta-analysis of Mechanisms [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors focused on the relationship between proactivity and creativity, and explored its mechanisms as well as the cultural boundaries. After analyzing 66 related studies (N = 22,348), creative self-efficacy (the cognitive lens) acted as a significant mediator, whereas intrinsic motivation (the motivation lens) did not. Besides, stronger linkages were found in countries high in culture tightness and power distance compared with the counterparts. Moderation analyses were also conducted on methodology. The article aims to deepen the understanding of proactivity–creativity relationship.

I Was Recommended By AI: The Use of ChatGPT for Professional Recommendations (Poster - 197267)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Sow, P. & Foster, L. (2024). I Was Recommended By AI: The Use of ChatGPT for Professional Recommendations [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In an experiment with 255 Prolific participants, perceptions of employees using generative AI (Chat GPT) for work tasks were assessed. The study focused on AI-crafted recommendation letters at three reliance levels: human only, human–AI collaboration, and AI only. Everyone reviewed an AI letter for "Georgia," gauging her morality, work ethic, promotability, and letter quality. The goal was to understand how generative AI in recommendation letters influences views of the user and product, capturing both implicit and explicit attitudes about AI reliance in professional settings.

Exploring Profiles of Career Decision-Making Difficulties in Chinese Students (Poster - 197328)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Yang, T. Y., Wang, H. H., Zheng, M. Q., & Zhu, Y. T. (2024). Exploring profiles of career decision-making difficulties in Chinese students [poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study identified meaningful facets of career decision-making difficulties (CDMD) in Chinese students by latent profile analysis and explored the effects of other variables. Five profiles of CDMD were identified: negligible career decision-making difficulty (10.46%), lack of readiness (7.59%), moderate career decision-making difficulty (47.05%), lack of information-general indecisiveness (7.76%), and salient career decision-making difficulty (27.15%). Gender, major, grade, and learning engagement were found to have a significant effect on CDMD profiles.

Can Family Members Be Teammates in the NICU?: An Observational Investigation (Poster - 197332)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Rufrano, G. A., Bell, L. A., Lewis, N., Traylor, A. M., & Ohning, B. (2024). Can Family Members Be Teammates in the NICU?: An Observational Investigation of Family-Centered Teamwork in the Neonatal Intensive Care Unit [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Family-centered care is vital in neonatal intensive care units (NICUs), however, collaborating with patient families present unique challenges for medical teams. Across 2 studies, authors identified behaviors NICU teams use to promote family-centered teamwork and developed a rating scale to measure these behaviors during rounding events. When patient families are not present during rounding events, medical teams still engage in family-centered teamwork, but the behaviors used in this context are different than when patient families are physically present for rounding.

Navigating Emotional Ambivalence and Withdrawal in Remote Work Uncertainty (Poster - 197364)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Cai, Y., Xu, X., & Luo, W. (2024). Navigating emotional ambivalence and withdrawal in remote work uncertainty: The moderating role of employability [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Abstract: In recent years, remote work has gained popularity among many companies seeking to enhance employee autonomy and satisfaction. However, the potential challenges associated with remote work, such as workplace uncertainty, have received limited attention. Based on affective events theory, we propose that workplace uncertainty in remote settings serves as a daily event capable of eliciting emotional ambivalence, subsequently leading to disengagement, such as remote withdrawal at a daily level and turnover intention at an individual level. In addition, we examine the moderating effects of individual differences (i.e. external employability) on the above relationships. Findings from a 10-day diary study involving 120 full-time remote employees ($N = 1,002$) revealed that (a) workplace uncertainty at the end of the day predicts increased emotional ambivalence and subsequently remote withdrawal behavior the following workday, (b) individual level turnover intention after six months is explained by workplace uncertainty via emotional ambivalence and remote withdrawal, and (c) this sequential effect is amplified in remote workers with higher levels of external employability. Theoretical and practical implications of these findings are discussed.

Team Epistemic Motivation and Communication in Multidisciplinary Team Meetings (Poster - 197386)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Liu, W., Tu, H.Y., Zhong, W.G., & Peng, J.S. (2024). Team Epistemic Motivation and Communication in Multidisciplinary Team Meetings. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors investigate microdynamics of multidisciplinary team (MDT) meetings. By obtaining 112 case discussion data from 26 MDT meetings, it was found that the proportion of informal leader's communication was negatively related to team information exchange tie density, whereas informal leader's information seeking had a positive effect. Moreover, the negative effect of the proportion of informal leader's communication was alleviated by the informal leader's information seeking. Findings have important implications to team research and how to run meetings with members from diversified functions.

(In)effectiveness of Frame-Inducing Rating Instructions in State-Trait Research (Poster - 197396)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Lance, C., Griggs, T. L., Cho, S., Szeman, M., (April, 2024). (In)effectiveness of Frame-Inducing Rating Instructions in State-Trait Research. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Trait-NA is frequently measured at baseline and treated as a control variable in models of workplace stress and well-being. However, recent research suggests that routine procedures for the measurement of trait-NA (i.e. using trait-inducing instructions) may not adequately distinguish trait-NA from state-NA, leading to probable model misspecification with substantive theoretical implications. Authors employ trait-state-occasion (TSO) modeling of intensive longitudinal data to examine the degree to which trait-inducing instructions are actually reflective of trait-NA as intended.

Effects of Pay Transparency on Knowledge Hiding and OCB: A Moderated Mediation Model (Poster - 197449)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Zhou, Y., Xu, X., Li, Y., Liu, X., & Liu, Y. (2024). Effects of pay transparency on knowledge hiding and OCB: A moderated mediation model [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study outlines a novel mechanism linking pay transparency to knowledge hiding and OCB. Using 3-wave survey data collected from Chinese employees, this research provides the first empirical evidence of being envied as the underlying mechanism through which pay transparency influences knowledge hiding and OCB, and reveals how communion striving moderated the indirect relationship between pay transparency and knowledge hiding.

A Meta-Analytic Study of Vocational Interests and Work Values (Poster - 197450)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Zhang, Y. & Rounds, J. (2024). A meta-analytic study of vocational interests and work values [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Vocational interests and work values are important predictors of career choices. Authors conducted a meta-analysis to examine the relationship between interests and values based on Holland's (1997) theory of personality types (RIASEC). Values were categorized into Ros et al. (1999)'s work value model. Authors identified 29 studies that included 7,919 participants. Overall, 7 out of 12 expected relationships drawn from Holland's theory were supported. These meta-analytic results have implications for revisions of Holland's model and interpretations of widely used assessments of interests.

Quantifying and Reducing Bias in Treatment Effect Estimates From Multiarmed Bandits (Poster - 197558)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Rigby, J. R. & Curuksu, J. (2024). Quantifying and Reducing Bias in Treatment Effect Estimates from Multi-Armed Bandits [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Field experiments help organizations evaluate the quality of new HR systems but are difficult to implement in practice. Multiarmed bandits (MABs) provide an attractive and resource efficient alternative but introduce bias by sampling new data based on results observed earlier in the study. This paper uses simulation to quantify the magnitude of bias using MABs and identify design characteristics to reduce bias. Effect estimates under MABs were 17% larger than the true ATE estimates. Bias can be reduced by exploring more consistently, using stronger manipulations, collecting more data.

To Be Funny or Not? Examining When and Why Leader Affiliative Humor Encourages Versus Hinders Employee Procrastination (Poster - 197705)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Qi, Y. & Popelnukha, A. (2024). To Be Funny or Not? Examining When and Why Leader Affiliative Humor Encourages Versus Hinders Employee Procrastination [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Previous research has demonstrated that leader affiliative humor benefits employees, teams, and organizations. Drawing on social information processing theory, we challenge this prevailing notion by indicating a dark side of leader affiliative humor and proposing that leader affiliative humor can be a mixed blessing. Specifically, this work investigates when and why leader affiliative humor is associated with employee procrastination via two distinct pathways related to task and relationship assessment (i.e., perceived task significance and leader-member exchange, LMX). In addition, we suggest that the effect of leader affiliative humor on employee procrastination varies at different levels of goal-focused leadership. On the one hand, leader affiliative humor is positively related to employee procrastination via decreased perceived task significance when goal-focused leadership is low; on the other hand, leader affiliative humor is negatively associated with employee procrastination via boosted LMX when goal-focused leadership is high. A three-wave field study ($N = 560$) confirmed our assumptions. Our research informs leaders and organizations about the potential risks and benefits of leader affiliative humor in the workplace.

Masculinity Contest Culture and Parental Leave: A Natural Language Processing Study (Poster - 197709)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Yoo, S. J., & Kim, K. (2024). Masculinity contest culture and parental leave: A natural language processing study [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This research provides a text-based, firm-level examination of masculinity contest culture (MCC) and its inhibiting effect on employee parental leave uptake. Authors develop a novel measure of MCC based on natural language inference, using 157,574 employee reviews from 383 Fortune 500 companies. Study 1 demonstrates the construct validity and robustness of our measure, exhibiting a notable correlation with human perceptions ($r = .56$). Negative binomial regression analysis in Study 2 confirmed the inverse relationship between MCC and the number of parental leave reviews in organizations.

Navigating the Obstacles: Understanding Risks to Women's Leader Emergence Across the lifespan (Poster - 197713)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Yuting Deng¹, Yuxin Lin², Ning Chen³, F. M. (2024). Navigating the Obstacles: Understanding Risks to Women's Leader Emergence [poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study endeavors to explore the cumulative risks affecting women's leadership emergence from a lifelong developmental perspective and to provide directions for future research. Authors systematically sort out the risk factors that women may face at various stages of their lifelong development that impair their leadership development. Further, they propose a cumulative risk model that emphasizes that risk factors may gradually accumulate over the course of a female leader's career development, negatively impacting leadership emergence.

A Paradox Approach to Exploring the Effects of Creative Process Engagement (Poster - 198026)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Son, E.S., & Shalley, C. E. (2024). A Paradox Approach to Exploring the Effects of Creative Process Engagement [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors drew on paradox theory to suggest the intrapersonal and interpersonal benefits associated with creativity that span both work–social and work–family domains. Specifically, creative process engagement stimulated a paradox mindset, which further promoted task-focused and relationship-focused interpersonal citizenship behaviors while alleviating work-family conflict. Authors also explored how individuals think about the past, present, and future as a set–temporal focus profile–related to garnering the outcomes of creative process engagement.

Navigating Employee Moral Defensiveness: Guidelines for Managers (Poster - 198047)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Watts, L. L. & Sahatjian, Z. (2024). Navigating employee moral defensiveness: Guidelines for managers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A key function of effective leadership is holding employees accountable to ethical principles and standards. However, little research has examined how managers can effectively navigate employee moral defensiveness potentially triggered by delivering negative moral feedback. Authors review diverse literatures on moral defensiveness to offer an initial set of guidelines for organizational leaders for improving employee receptivity to negative moral feedback, thereby encouraging ethical learning and growth in organizations.

Future Self-Continuity and Goal Progression Cross-Lagged Panel Model (Poster - 198059)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Hannah Finch, M.S. and Josh Prasad, PhD.

Future self-continuity (FSC) has been used to overcome obstacles in goal progress (GP) and, conventionally, the study of the relationship between FSC and goal progress often assumes that FSC is a predictor of GP. Despite empirical evidence of this relationship, a critical evaluation of construct order is lacking. A cross-lagged panel model analysis revealed that FSC and GP do not relate reciprocally over time, but rather GP predicts FSC (i.e., the opposite of conventional thinking). This study contributes to the literature by demonstrating that the assumed directionality may require revision.

Data Visualization and its Influence on Accuracy and Perceived Employer Care (Poster - 198148)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Muccini, C. M., Turner, C., Nolan, K. P., & Shapiro, T. (2024). Visual Representation of Workforce Data and its Influence on Numerical Estimation Accuracy and Perceived Company Care for Workers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Does personifying workforce data affect understanding of the information presented and their humanistic interpretation of its meaning? Organizational turnover data for newly hired employees of varying magnitudes were presented via bar charts, circle icon arrays, and human icon arrays in a within-subjects design. Participants reported their perceptions of the extent to which associated organizations care for and support their employees. Results suggest that display type did not impact perceptions of care. Yet, differential impacts were observed for accuracy based on the magnitude of layoffs.

Perceived Disability Legitimacy Mediates Perceptions of Coworkers With Disabilities (Poster - 198190)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Bennett, R. A., Canning, E. A., & Amos, M. T. (2024). Perceived Disability Legitimacy Mediates Perceptions of Coworkers with Disabilities [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study tested participants' perceptions of coworker disability type and their perceived disability legitimacy on trust and other outcomes. Results revealed that coworkers with physical disabilities (blindness, deafness, wheelchair user) were perceived as having more legitimate disabilities compared to psychological disabilities (generalized anxiety disorder, major depressive disorder, bipolar disorder). Psychological disabilities were rated higher on incompetence and CWBs but lower on trust and OCBs. Perceived disability legitimacy mediated the effect of disability type on all outcomes.

Context Matters: A Call for Greater Transparency in Organizational Field Research (Poster - 198195)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Martens, A.J. & Neville, L. (2024). Context Matters: A Call for Greater Transparency in Organizational Field Research. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examine how often contextual details are reported in field studies in 4 top management and organizational behavior journals. In the studies (93 studies from 87 papers published in 2021), some details like industry and country are frequently reported (>80%). However, key details needed to establish the internal validity and trustworthiness of findings are rarely reported, including the authors' relationship with the firm (30%) and the firm's role in data collection (12%). Authors explain the importance of these details and suggest best practices for authors, reviewers, and editors.

Computer Mediated Measurement: Digital Data Collection and Virtual Human Interviewers (Poster - 198215)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Lee, J. W., (2024). Computer Mediated Measurement: Digital Data Collection and Virtual Human Interviewers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This perspective paper introduces 2 novel theoretical propositions that integrate computer-mediated communication with the design of technologically advanced measurements. Focusing on modern human's psychobiological preference for face-to-face communication, the proposed theory explains that increased media naturalness in computer-based measurements improves engagement with the cognitive response process, reducing measurement error from both random and systematic variance. Design considerations are provided to enhance computer-based measurements of attitudes and beliefs within organizations.

Inconsistency Effect of Empowering Leadership on Follower's Resource Depletion

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

This study examines the impact of inconsistency between prior and current levels of empowering leadership (EPL) on followers' resource depletion. Authors utilized a polynomial analysis with the data collected via 197 full-time employees across a 2-week interval. The results indicated that as the difference between the prior and current EPL widened (regardless of whether the level increased or decreased), levels of resource depletion increased. However, dyadic tenure with a leader moderated the effect, such that the inconsistency effect was much relieved for long-tenured followers.

Algorithmic Reactions and Task Characteristics in College Admission (Poster - 198250)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Tran, K.N. & Kuncel, N. R. (2024). Algorithmic Reactions and Task Characteristics in College Admission. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the interplay between sources of advice (whether advice comes from a college admission expert or a statistical model) and the characteristics of the prediction task (i.e., the task complexity and the cost of prediction failures). The results suggested that people trusted the advice coming from a human expert more than the same advice from a statistical model.

Predicting OCB: The Dynamics of Perfectionism, Endorsement, and Promotion Focus (Poster - 198259)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

The study examines how a leader's perfectionistic striving may influence the enhancement of subordinate's organizational citizenship behavior towards the supervisor (OCB-S), through leader endorsement. In doing so, we highlight how subordinates' promotion focus can strengthen the link between a Leader's perfectionistic strivings and Leader endorsement and its indirect positive consequences on OCB-S. The results from our study indicate that leaders who exhibit perfectionism, along with subordinates possessing a promotion focus that aligns with these leaders are linked to stronger leader endorsement and OCB-S.

The Impact Mechanism of Knowledge Digitization on Firm Performance (Poster - 198288)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Han, W., Li, X., Zhu, W., Zu, X., Lu, R. The impact mechanism of knowledge digitization on firm performance: A moderated mediation model[Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigates how knowledge digitization influences firm performance in Chinese high-tech firms. Findings indicate partial mediation of the positive relationship between knowledge digitization and performance by both novel and efficient business model innovation. Entrepreneurial orientation enhances the link between knowledge digitization and business model innovation, but it does not significantly moderate the connection with firm performance. This research provides valuable insights for strategic development in the digital era.

Effect of Brand Familiarity and Applicant Values on Recruitment Effectiveness (Poster - 198319)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Super, J. F. , Rangan, P. (2024). The Impact of Brand Familiarity and Applicant Values on Recruitment Effectiveness [Poster Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL. United States.

In an online experimental study, authors assessed participants' individual cultural preferences via a priming mechanism. They then exposed them to recruitment ads that varied only in their (a) culture message framing and (b) brand familiarity. From a sample of 458 working adults, results suggest that cultural value congruence between job applicant and recruiting firm was a strong predictor of job pursuit intentions. Two variables (a) attitude toward the ad and (b) employer brand attitude served as mediators. Brand familiarity influenced employer brand attitude but not attitude toward the ad.

Career Optimism: A Mediator Linking Perceived Overqualification and Thriving at Work (Poster - 198327)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Rhee, J. (2024). Career optimism: A mediator linking perceived overqualification and thriving at work. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study, using the framework of work adjustment theory, investigates the factors that may lead to career optimism and its subsequent outcomes. The findings from 159 American workers show that the perceived overqualification has adverse impact on workplace thriving due to its effect on reducing career optimism. However, the negative influence of perceived overqualification on career optimism is lessened when employees believe their current position is useful for achieving their future career goals.

A Dynamic Goal Orientation Perspective on Team Innovative Performance (Poster - 198388)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Li, K. J., Gong, Y., & Pan, J. (2024) A Dynamic Goal Orientation Perspective on Team Innovative Performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Teams face tensions between creation and implementation in the innovation process. Teams engage in creation and implementation in the innovation journey. Managing these tensions is crucial for innovation. Authors develop a dynamic goal orientation perspective: As teams move from creation to implementation, the positive effect of a learning goal orientation lessens, whereas the initially neutral effect of a performance goal orientation becomes positive. Results from a longitudinal field study support predictions.

Impact of COVID-19 Crisis Message Content on Perceptions and Well-Being (Poster - 198432)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Yagey, C., Steigerwald, N., Lashinger, K., & LeNoble, C.A. (2024). Impact of COVID-19 crisis message content on perceptions and well-being [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examine the impact of crisis message content on faculty and student well-being during the COVID-19 pandemic. Applying the IDEA Model, they examined messages provided by 412 individuals across 17 institutions of higher education. Analyses of messages and survey responses suggest that specific facets of the IDEA model are significantly related to perceived message helpfulness and well-being 1 year later.

When Niceness Is (Ab)Normal: Is Norm-Abiding or -Violating Incivility More Harmful? (Poster - 198449)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Smith, C.E., Henderson, A.A., Wang, Y-R. (2024, April). When niceness is (ab)normal: Is norm-abiding or norm-violating incivility more harmful? Submitted as a poster to the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Workplace incivility is traditionally considered harmful as it violates norms for respect. Authors answer calls to examine whether incivility is always norm violating and test the influence of multiple levels of perceived civility norms (organization and field) in determining the extent of strain reactions to incivility. A 4-wave weekly design (N = 401) revealed that norm-abiding incivility, at both levels, dulls strain reactions, suggesting abnormal incivility may truly be more harmful. Also identified are field norms for civility as an unexplored but likely influential point of intervention.

Applicant Reactions to Organizational Successes and Failures in Diversity/Inclusion (Poster - 198501)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Ward, W. B. & Kautz, J. (2024). Applicant Reactions to Organizational Successes and Failures in Diversity and Inclusion. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined how potential job applicants respond to diversity and inclusion failures and successes. This examination reviewed organizational integrity as an explanation for why applicants are attracted to diversity and inclusion recruitment messaging. Black job seekers are more sensitive to organizational failures in diversity than White job seekers. Also, inclusion successes and failures effect different racial groups similarly. This research helps extend inclusion messaging into the recruitment literature.

CEO Advice Seeking and Enterprise Discontinuous Innovation: An Empirical Study (Poster - 198508)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Qian, Z., Wang, D., Li, X., Han, W. CEO Advice Seeking and Enterprise Discontinuous Innovation: An Empirical Study[Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Based on upper echelons theory and social cognitive theory, this study examines how and when CEO advice seeking affects an enterprise's discontinuous innovation. Results from a field survey study show that CEOs' external and internal advice seeking are important determinants of an enterprise's discontinuous innovation, and that relational learning plays a partial mediating role in the relationship. Authors also found support for the moderating role of entrepreneurship orientation for the impact of internal advice seeking.

Can We Talk? The Role of Trustor Communication in Trust Repair (Poster - 198529)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Ward, W. B. & Korsgaard, A. M. (2024). Can We Talk? The Role of Trustor Communication in Trust Repair. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Trust violations are highly present in today's organizations. This investigation reviews different communication styles in addressing trust violations. In doing so, authors identify a communication style, direct, low-intensity communication, that is likely to elicit an apology, thereby triggering the process of relationship repair. This study also reviews the effectiveness of rude communication (direct, high-intensity communication) in relationship repair.

Workforce Trainer–Learner Same-Race and Double Jeopardy Effects During COVID (Poster - 198535)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: McHugh, B. C., Berenbon, R. F., & Anyidoho, A. Workforce trainer-learner same-race and double jeopardy effects during COVID [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

As training can combat post-COVID labor shortages and racial employability gaps, authors examined the instructor–learner same-race effect on workforce training effectiveness. Cross-classified modeling on posttest data from 7,000+ learners in a multicenter workforce development program revealed a same-race effect on scores, especially during the pandemic. The same-race effect improved White learners' scores. Yet Black learners taught by Black trainers learned less after controlling for random effects (e.g., training location, specific training course), suggesting a double jeopardy effect.

The Widening Digital Divide: Internet Access and Workforce Training During COVID (Poster - 198556)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Berenbon, R. F., Anyidoho, A., McHugh, B.C., & Hickey, S. The widening digital divide: Internet access and workforce training during COVID. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Analyses of learners' pretest performance in a large-scale (64,448 learners, 265 training courses, and 1,255 trainers across 132 zip codes) workforce development training program during the COVID-19 pandemic found no evidence of learning loss due to pandemic closures. However, pretest score trends suggested that learners in areas with better internet access learned more during the pandemic, widening inequities between zip codes. This may present a challenge to trainers, as learners in areas with less internet access may require more remedial training to catch up.

Job Crafting in Different Manner: Examining Occupational Future Time Perspective as a (Poster - 198562)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Hu, X., Sun J., Ding, Y. & Liu, X. (2024). Job crafting in different manner: Examining occupational future time perspective as an antecedent and thriving at work as consequences. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined occupational future time perspective as the antecedent and thriving at work as the consequence of job crafting. Results show that focus on opportunities is associated with employees' promotion-oriented job crafting, increasing their thriving at work. The focus on limitations has a U-shaped relationship with employees' thriving at work through the mediation of prevention-oriented job crafting. Further, perceived organizational support (POS) moderates the relationship between promotion-oriented job crafting and thriving at work, strengthening the relationship in high POS.

A Mixed-Methods Exploration of Female Faculty's Leader Identity Formation (Poster - 198567)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Manongsong, A.M. (2024). A mixed-methods exploration of women faculty's leader identity formation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Women are underrepresented in university leadership roles. Few studies apply an intersectional lens to examine how women combat impostor feelings and develop positive leader identity. Convenient and snowball sampling was used to gather data from female academic leaders through surveys (n = 100) and interviews (n = 8). Results showed women utilize various types of mentoring support to decrease impostor feelings induced by the inequitable context of academia. Implications highlight the role of leadership enactment and demographic composition in mentoring in developing women's leader identities.

An Interdisciplinary Approach to Personnel Selection and Assessment: The Role of HSI (Poster - 198587)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Lockett-Reynolds, J., Wightman, D.C., Korbela, K., Malone, T., Lasky, R., Blanchard, J., and Roof, K. (2024). An Interdisciplinary Approach to Personnel Selection and Assessment: The Role of HSI. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Jobs are complex, and to be successful on the job an applicant must be able to perform under all expected cognitive, physical, environmental, and functional demands of the job. It is proposed that viewing jobs as complex human-machine work systems and adopting human systems integration (HSI), a broad and interdisciplinary approach to task modeling and performance assessment, should achieve this objective. This paper will describe an integrated task modeling approach and how HSI domain level measurements can be applied to refine criterion measures associated with job competency models.

Challenge Versus Hindrance Stressors and Job Outcomes: Role of Neuroticism (Poster - 198653)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Bayazit, M., Saleh, E., & Özalp Türetgen, İ. (2024). Challenge vs. hindrance stressors and job outcomes: Role of Neuroticism [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In the CHSF framework, authors utilized the conservation of resources theory to propose different forms of relationships for challenge versus hindrance stressors and job performance, both moderated by neuroticism and mediated by job satisfaction. Model was tested using 2 waves of data on 151 employees of a Turkish pharmaceutical company. Results suggest job satisfaction mediates the relationship between challenge and hindrance stressors with job performance and supports a curvilinear relationship between challenge stressors and job satisfaction after introducing neuroticism as a moderator.

The Role of Socialization Tactics on Organizational Newcomers' Inclusion Outcomes (Poster - 198671)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Kuang, S. (2024). The role of socialization tactics on organizational newcomers' inclusion outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study (a) further extant socialization by redefining investiture and divestiture as separate tactics that address newcomers' negotiation of their personal and organizational identity and (b) examines the effects of both investiture and divestiture on proximal (i.e., inclusion) and distal (i.e., job satisfaction and job embeddedness) outcomes. Using multiple regression and mediation analysis, it was found that only investiture increased newcomers' perceptions of inclusion ($b = .62$); this, in turn, predicted greater job satisfaction ($b = .78$) and job embeddedness ($b = .75$).

Supervisor Bottom-Line Mentality and Workplace Incivility: A Sequential Mediating Mod

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Sharma, V., Eissa, G., Lester, S. W., & Pandey, J. (2024). Supervisor Bottom-line Mentality and Workplace Incivility: A Sequential Mediating Model. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing upon the conservation of resources theory, this study proposes that a supervisor's sole focus on bottom-line objectives provokes employees to engage in workplace incivility due to a spiral loss of emotional and cognitive resources. Specifically, the theoretical model proposes an indirect effect of supervisor bottom-line mentality on incivility, which occurs through the mediating processes of both emotional exhaustion and work meaningfulness. This study documents and provides support for the proposed relationships.

Examining the Methodological Qualities of Organizational Resilience Measures (Poster - 198705)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Estrada A.X., & Berry, C. (2024). Examining the Methodological Qualities of Organizational Resilience Measures [Poster]. Society for Industrial and Organizational Psychology Annual Conference. Chicago, IL. United States of American

Reviewed the resilience literature to evaluate the psychometric properties of measures of organizational resilience. Twelve instruments found assessed a range of dimensions of resilience, with self-report items using the referent shift approach. Reliability and validity evidence was limited for the organizational level of analysis and weak.

Supervisor to Employee Bottom-Line Mentality: A Moderated-Mediated Model

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Eissa, G., & Lester, S. W. (2024). Supervisor to Employee Bottom-Line Mentality: A Moderated-Mediated Model. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing on social cognitive theory, this study proposes that employee bottom-line mentality will emerge from employee moral disengagement provoked by supervisor bottom-line mentality. In a moderated mediation model, the study also tests perceived justice and self-efficacy as conditional moderators of the indirect relationship between supervisor and employee bottom-line mentality, which varies based on various levels of the moderators.

Examining Gender Identity and Bias in Followership Using Thematic Analysis (Poster - 198729)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Protano, M., Coyle, P. T., & Leyden, S. (2024). Examining gender identity and bias in followership using thematic analysis. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This studies employed a qualitative effort to explore the impact of gender bias and gender identity on social construction of followership. Data collected using semistructured interviews across 20 working adults (balanced across gender and leader/follower role) revealed differential challenges faced by male and female followers.

Age Diversity and Organizational Performance: A Meta-Analysis (Poster - 198738)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Xiao, X., Oh, I. S., & Hu, D. (2024). Age Diversity and Organizational Performance: A Meta-Analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Psychometric AI for Emotional Intelligence: Applying Machine Learning Models (Poster - 198794)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Wang, W, F. M., Lindgren, C., & Max, L. (2024). Psychometric AI for Emotional Intelligence: Applying Machine Learning Models . Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study explored a burgeoning field—psychometric AI—to measure emotional intelligence. By leveraging unobtrusive eye-tracking sensing techniques and performing 1,470 runs with 7 different machine-learning classifiers, authors examined the efficacy of various (ML) models in measuring different facets and measures of the emotional intelligence (EI) construct.

You may view this recorded session [here](#).

Living a Calling in Older Adult Workers (Poster - 198795)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Kidwell, K.E. & French, K.A. (2024). Living a Calling in Older Adult Workers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing on tenets of socioemotional selectivity theory, this study tested a model in which socioemotional motives and goal selection predict living a calling in older adult workers. Survey data from 267 working older adults collected over a 2-week period was analyzed using structural equation modeling. Support was found for the relationship meaning motives and living a calling. Theoretical implications for socioemotional selectivity theory and the calling literature, as well as practical implications for workers and organizations, are discussed.

The Development and Validation of an Internal Job Search Scale (Poster - 198802)

12:00 PM – 12:50 PM

VIRTUAL POSTERS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Dlugos, K., Phillips, J., Carter, K., Roumpi, D. & Manning, C. (2024). The Development and Validation of an Internal Job Search Scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Much existing research explores the antecedents and outcomes of external job search, or workers searching for new jobs outside of their current employer. Yet this research overlooks the fact that job search also occurs within organizations, for different motives and through different behaviors. Across 3 studies, authors develop and validate an internal job search behavior scale to complement existing external scales. In doing so, they take a step toward better understanding how and why employees search for new internal jobs as well as behaviors that shape contemporary careers more broadly.

PreConference Afternoon Workshops

1:00 PM – 5:00 PM | Location: Hyatt Grand Foyer/Registration

All preconference workshops require preregistration and an additional fee. You may add these items by logging back into the [registration site](#).

Workshop 1: (De)-Humanizing HR: Navigating the Uses, Risks, and Ethics of Artificial Intelligence

Workshop 2: Launching Selection and Development Assessments: Fail Here, Succeed Later

Workshop 3: Beyond the Buzzwords: Neurodiversity Inclusion and Better Work for All

Workshop 4: Managing Performance Management: A Practical Approach for Optimization

Workshop 5: Empowering People Analytics: Building a Meaningful Function From the Ground Up

Workshop 6: How Leaders Create Agility Is Different Than You Think

Workshop 7: Skills Revolution: Understanding the Why, What, and How

Workshop 8: Leveraging the Science of Leadership Potential for Talent Management in Global Organizations

Workshop 9: Navigating the Complex Needs of Workers: The Role of Leaders in Worker Mental Health and Well-Being (Offered 1-5 p.m. CT Only!)

Workshop 10: Advanced Topics in 360 Feedback: Internal and External Perspectives

Conference Orientation Tour

4:00 PM – 5:00 PM | Location: Hyatt Regency Lobby

EVENTS AND RECEPTIONS

Join us for a tour of the conference center to become familiar with where the session rooms and other facilities (e.g., meditation room, mothering room) will be held.

Newcomer Reception

5:45 PM – 6:45 PM | Location: Hyatt Crystal Ballroom C

EVENTS AND RECEPTIONS

A warm welcome and tips for first time conference attendees.

Opening Plenary (Special Event - 199654)

7:00 PM – 7:50 PM | Location: Hyatt Ballroom EF

EVENTS AND RECEPTIONS

The Opening Plenary kicks off the conference and includes presentation of major awards and the presidential address.

Welcome Reception and Top Poster Display

8:00 PM – 9:30 PM | Location: Hyatt - Riverside Exhibit Hall

EVENTS AND RECEPTIONS

The Welcome Reception and Top Poster Display directly follows the Opening Plenary. Enjoy hors d'oeuvres and beverages while perusing the top poster submissions, reuniting with old friends, and making new ones!

Thursday, April 18, 2024

General Conference Registration

7:00 AM – 5:00 PM | Location: Hyatt Grand Foyer

Registration is held on the 2nd floor outside the Grand Ballrooms

Continental Breakfast

7:00 AM – 8:00 AM | Location: Hyatt Ballroom EF

BREAKFAST/COFFEE/LUNCH BREAKS

Continental Breakfast available for all conference registrants.

Fellows Breakfast (INVITATION ONLY)

7:00 AM – 8:00 AM | Location: Hyatt Regency AB

BREAKFAST/COFFEE/LUNCH BREAKS

This event is by invitation only.

Unveiling the Human Impact of AI Recruitment: Insights from New Research (Partner Showcase)

8:00 AM – 8:50 AM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: Glider AI

While AI rapidly transforms recruitment, most organizations still need to embrace its full potential. Join our session as we explore the impact of AI on new hires and existing employees while considering the perspectives of hiring stakeholders. Glider AI presents initial findings from our enterprise research, delving into:

Candidate Experience in the AI Age
Revolutionizing Remote Hiring with AI-Proctoring
The Future of Human-AI Collaboration

Beyond the presentation, we invite active participation! Let's discuss how I/O psychologists can influence the responsible use of AI in recruitment and harness its potential for a more efficient and effective hiring process.

Igniting a Fireside Chat on Personality–Cognitive Ability Relations (Alternative Presentation - 198209)

8:00 AM – 8:50 AM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Dilchert, S. (Chair), Stanek, K.S., (Panelist), Ones, D.S. (Panelist) (2024). Igniting a Fireside Chat on Personality-Cognitive Ability Relations [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session presents findings and learnings from an extensive 14-year meta-analysis exploring personality-ability relations. Panelists will discuss the significant data amassed and surprising findings, highlighting how this landmark study informs both theoretical understanding and practical applications in the workplace. Following brief IGNITE introductions, the format will shift to a fireside chat of interactive discussion, stories of the journey, and reflection on the implications for science and practice.

Teaching Incubator: Infusing DEI Content Into I-O Courses (Alternative Presentation - 198783)

8:00 AM – 8:50 AM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Prehar, C. A. (Chair). (2024). Teaching incubator: Infusing DEI content into I/O courses. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Prehar, C. A., & McGonagle, P. (2024). Diversity content in undergraduate I/O psychology textbooks: How inclusive are they? Salter, N. (2024). Video podcasting to examine DEI workplace issues. Bachiochi, P. (2024). Thinking critically about White privilege. Smith, N. A., & Martinez, L. R. (2024). Applying findings from a community engaged partnership: Building retention strategies for professionals of color.

Inspired by SIOP's research incubator format, this session will feature brief presentations of how diversity can be included in I-O psychology courses, followed by audience participation in small group discussions.

Unleashing Potential: Exploring Practical Uses of LLMs to Address I-O Challenges (Alternative Presentation - 197926)

8:00 AM – 8:50 AM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Jain, P., Nie, W., Sawdy, M., Smith, A., Sturdivant, M., & Theys, E. (2024). Unleashing potential: Exploring practical uses of LLMs to address I-O challenges [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will spotlight the use of large language models (LLMs) for maximizing data utility, improving personalized reporting, streamlining skills ecosystems, and developing technical interview content. Insights from use-case presentations will pave the way for a vibrant panel discussion, probing LLM's capabilities, potential, and future role within I-O psychology and HR practices, while weaving a dialogue about the blend of human intuition and machine-generated insights.

Revisiting the Shift of I-O Psychologists to Business Schools (Panel Discussion - 198033)

8:00 AM – 8:50 AM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Delacruz, A. Y., (Co-Chair), Dickson, M. W., (Chair), Chawota, T. A., (Co-Chair), Zalewski, J. M., & Rowley, S. J. (2024). Revisiting the Shift of I-O Psychologists to Business Schools [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The shift of I-O faculty to business schools raises concerns about talent retention and prompts a broader inquiry into the long-term viability of I-O psychology programs. To address this issue, a panel of I-O trained faculty and a doctoral student will explore retention strategies, assess the shift's impact on doctoral students, share survey results from students and faculty, and discuss reasons for faculty retention. The goal is to encourage a solution-oriented effort among I-O psychologists to promote I-O programs' continued vitality and relevance.

Performance Monitoring in Organizations: Theory-X is Alive and Still Not Well (Symposium - 196628)

8:00 AM – 8:50 AM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Lefkowitz, J. (Chair). Zickar, M.J., Cascio, W.F., & Lefkowitz, J. (Presenters). Behrend, T.S. (Discussant). (2024). Surveillance in Organizations: Performance Monitoring–Theory-X is Alive and Still Not Well. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The symposium distinguishes differences between ubiquitous public surveillance versus monitoring the performance of employees. It notes meta-analytic findings indicating a lack of evidence that monitoring improves work performance but has many adverse effects on employees. Authors suggest that such effects are due largely to communicating to employees a disrespectful, demeaning—and largely discredited—managerial view of their character and work motivation, referred to as “Theory-X” (McGregor, 1960). If monitoring is used, there are steps organizations can take to mitigate its negative effects.

Award: Best of SIOP (Special Event - 199648)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall H

Authors: Zhou, S., Gallagher, K.R., Feitosa, J., Courey, K., Chu, C., Olenick, J., & Phetmisy, C. (2024). Award: Best of SIOP [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This IGNITE style session features research conducted by 2023 SIOP grant award winners, including the Graen, Hebl, and Small Grant

winners. Presenters will each discuss their award-winning research in 5 minutes, followed by an opportunity for audience questions and discussion.

Virtually Possible: Understanding Employee Preferences in Remote Work Environments (Symposium - 198541)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall I

Authors: Birnbaum, A. (Co-Chair), González-Morales, M. G. (Co-Chair), & Barber, L. (Discussant). (2024). Virtually possible: Understanding employee preferences in remote work environments [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Ponnappalli, A. R., Yestrepsey, J., Tekleab, A. (2024). Blessing in disguise? Remote work modality and psychological contract fulfillment. Birnbaum, A. & González-Morales, M.G. (2024). Virtually connected: High quality connections at work post-covid-19. Mesmer-Magnus, J., Tedone, A. M., Valese, K., & Viswesvaran, C. (2024). Only the lonely? A hidden consequence of remote work. Tedone, A. M., & Loignon, A. (2024). Going virtual: Investigating leader behavior and psychological safety in virtual work teams.

The 4 empirical papers in this symposium explore pressing questions related to employee experiences in virtual work settings. This timely research investigates some of the more challenging areas related to remote work: managerial communication, autonomy and the psychological contract; the effects of remote versus in-person interaction quality; interaction quality and workplace loneliness based on remote work preferences; and leadership behaviors and psychological safety in different degrees of virtuality. The findings present valuable insights for both academics and practitioners.

Multi-Objective Optimization 5.0: Applications in the Workplace (Symposium - 197172)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall J

Authors: Tang, C. (Co-Chair), Song, Q. C. (Co-Chair), & Wee, S. (Co-Chair). (2024). Multi-Objective Optimization 5.0: Applications in the workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Neuman, A. & Morris S. B. (2024). Uncertainty in Pareto Optimal selection systems due to situation specificity. Dahlke, J. A. (2024). Use of linear Pareto optimization frameworks to evaluate validity-diversity tradeoffs for non-continuous criteria. Andrews, J. S. & Arunachalam, H. (2024). Applying MOO to organizational customer satisfaction data: Feature importance to model selection. Speer, A. B., Hickman, L., Song, Q. C., Perrotta, J., Jacobs, R. R., & Lambert, D. (2024). Unraveling the impact of multipenalty optimized regression in varied testing scenarios. Rottman, C. & Gardner, C. (2024). Addressing demographic overfitting in multipenalty optimization.

Multi-objective optimization (MOO; a.k.a., Pareto optimization) enables organizations to simultaneously optimize multiple goals, such as addressing adverse impact in personnel selection. Recent years have seen rapid development of its research and application in the workplace. This symposium is the 5th installment of the annual SIOP symposium on the theme of MOO and will showcase recent developments in research and practice. Aimed at both researchers and practitioners, the presentations will provide guidance for applications and offer directions for future research.

Interpersonal Mistreatment: Interventions and Implications (Symposium - 198547)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall K

Authors: Botsford Morgan, W. (Chair) & Nitttrouer, C. (Co-Chair), & Cortina, L.M. (Discussant) (2024). Interpersonal mistreatment: Interventions and implications. [Symposium] Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Botsford Morgan, W., Nitttrouer, C.L., & Waples, E. (2024). Mitigating incivility through intentional messaging. Domingo, M.A., Bigelow, B.A., Boyd, T.L (2024). Friend or foe? Allyship and incivility responses to witnessing backlash. Stockdale, J.E., Kundro, T.G., Grandey, A.A., & Gabriel, A.S. (2024). Power dynamics in reporting sexual harassment: Intervention for transgressor retaliation.

Interpersonal mistreatment ranges from low intensity/high ambiguity (e.g., incivility) to high intensity/low ambiguity (e.g., harassment), and is pervasive, resulting in performance-degrading outcomes for individuals and organizations. This symposium presents 3 complementary papers that explore and test possible interventions in varied contexts, and from varied perspectives, that seek to curtail forms of interpersonal mistreatment or its spiraling outcomes.

Encouragement in Organizations: A Kickstart for Organizational Research (Symposium - 198610)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall L

Authors: Mayer, R. C. (Chair & Discussant). (2024). Encouragement in Organizations: A Kickstart for Organizational Research. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Brown, J. (2024). Communication with Employees: A Fresh Look at Encouragement in Organizations. Wong, J. (2024). The Science and Practice of Encouragement: Implications for Workplace Settings. Mulvey, P. W.,* Peters, J., Shamblin, L., & Mayer, R. C. (2024). Encouraging Employees: The Development of a Measure.

Although the importance of encouragement has been recognized at some level in the organizational literature (e.g., Kouzes & Posner, 2002), academic research on such critical issues as its dimensionality and how to derive the most benefits from it in organizations have lagged. This symposium, relevant for all levels of sophistication with the topic, will focus on encouragement from a scholarly perspective to highlight its practical importance and to provide a solid foundation for researchers to conduct research on it.

Reimagining Parental Leave in Academic Institutions: A Path Forward (Panel Discussion - 197560)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall MN

Authors: Pytlovany, A. (Chair), Allen, T. D., Burch, K. A., Chawia, N., & Ford, M. T. (2024). Reimagining Parental Leave in Academic Institutions: A Path Forward [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Calling all academic leaders and parental leave advocates! Join this robust panel session addressing the multifaceted challenges faced by parents in academia during the parental leave time period (preparing for, during, and returning to work). Authors will examine vital policy and practice modifications while considering important contextual factors, such as gender equity and diverse family structures. Attendees will gain insights into wide-ranging implications, identify key change agents, and leave with actionable recommendations to help promote positive parental leave experiences for all.

Approaches to Impact Evaluation in Leadership Development (Panel Discussion - 198264)

8:00 AM – 8:50 AM | Location: Swissotel Montreux 1

Authors: Ho, C.-L. (Chair), Craig, S. B., Jeong, S. B., & Kosovich, J. J. (2023). Approaches to Impact Evaluation in Leadership

Development [Panel Discussion]. Society for Industrial and Organizational Psychology Conference, Chicago, IL, United States.

The panel will share our experiences and insights on:

- Challenges and opportunities in current practices of measuring the impact of leadership development
- Three approaches to evaluating leadership development interventions
- Strategies for demonstrating the value of leadership development through impact evaluation

You'll have an opportunity to connect and exchange ideas with our expert panelists.

Abstract:

Drawing on the collective expertise of practitioners and researchers in leadership development, this session will examine current practices in measuring the impact of leadership development, introduce 3 approaches to evaluating leadership development interventions, and discuss the application of these approaches. Panelists will share insights to demonstrating the value of leadership development through impact evaluation data.

Best Practices in Personality Test Reporting (Panel Discussion - 198095)

8:00 AM – 8:50 AM | Location: Swissotel Montreux 2/3

Authors: Yankov, G. P. (Chair), Mikhailov, N., Desson, S., Sherman, R. A., Coughlin, C., Mackay, K., & Ellingsen, V. (2024). Best Practices in Personality Test Reporting [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The purpose of the panel discussion is to start the conversation on using more science and less art in personality test reporting. It provides I-O practitioners with proven expertise and best practices recommendations for developing commercial personality test reports. The unique and comprehensive group of panelists have worked on the development and/or maintenance of some of the most authoritative commercial personality tests in the world: the NEO-PI-3, the Hogan Personality Inventory (HPI), the Occupational Personality Questionnaire (OPQ), the ADEPT-15, and the Lumina Spark.

Regulating Assessment Technology: Perspectives on Current and Emerging Regulations (Panel Discussion - 197858)

8:00 AM – 8:50 AM | Location: Swissotel Vevey 1/2

Authors: Gardner, C., DeKoekkoek, P., Fetzter, M., Schmidt, D., Solomonson, A., Tyman, A., & Willis, C. (2024). Regulating Assessment Technology: Perspectives on Current and Emerging Regulations [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session brings together a panel of experts who are at the forefront of understanding and complying with regulations related to AI-based assessments and automated employment decision tools. The panelists will discuss the use of AI in assessments, their understanding of current regulations and how organizations are complying with them, and themes they are observing in new regulatory efforts. Panelists will also discuss how organizations have dealt with NYC Local Law 144 and how the panelists think this will impact emerging legislation.

You Thought Relationships Were Hard...Have You Tried Sharing Organizational Data? (Panel Discussion - 198493)

8:00 AM – 8:50 AM | Location: Swissotel Vevey 3/4

Authors: Baytalskaya, N., Goro, M., Lascano, J. J., Jacobs, R. R., Dharia, A., Shalfrooshan, A., Duong, N. (2024). You thought relationships were hard...have you tried sharing organizational data? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In the realm of I-O psychology, a persistent challenge lies in the scientist-practitioner gap. This session introduces an ongoing pilot study—a unique program fostering collaboration and data sharing to bridge this divide. During this session, authors provide insights into the current status of the pilot program, the challenges encountered, and valuable subject matter expert (SME) perspectives aimed at reducing future hurdles. The goal is to magnify the research impact and practical application of the field, aligning with SIOP's strategic vision for I-O psychology's full potential.

Ageism Across the Employee Lifecycle: Age-Old Problems, Contemporary Solutions (Panel Discussion - 197186)

8:00 AM – 8:50 AM | Location: Swissotel Zurich AB

Authors: Silva, K. (Chair), Baltes, B., Fedorowicz, N., Rauvola, R. S., Tringale, A. (2024). Ageism Across the Employee Lifecycle: Age-Old Problems, Contemporary Solutions. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Our workforce is getting older. More than ever, people are choosing to extend their careers and work well into older age. However, discrimination and outdated beliefs threaten their ability to remain in the labor force. This panel will address challenges faced by older individuals at different stages in the employee lifecycle, focusing on job search, screening, hiring, day-to-day work, and retirement. The panel will then discuss how to approach ageism in the workplace and how organizations can better support their people.

I-O and Coaching: Convergence, Clashes, and Complexity (Panel Discussion - 197562)

8:00 AM – 8:50 AM | Location: Swissotel Zurich D

Authors: Dumani, S., O'Malley, A., O'Shea, G., Waters, S., & Woodward, M. (2024). I-O and coaching: Convergence, clashes, and complexity. Panel discussion held at the 39th Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Authors explore the intersection of I-O psychology and coaching through 3 related strategies: (a) sharing our experiences and lessons learned after completing coach training and certification programs, (b) highlighting similarities and differences among the assumptions, modes of knowing, methods, and approaches characteristic of the 2 disciplines, and (c) describing how each discipline is helping move the other forward by drawing on examples from research and practice.

Machine Learning for I-O 6.0: Addressing Algorithmic Bias and Fairness Concerns (Symposium - 197357)

8:00 AM – 8:50 AM | Location: Swissotel Zurich EF

Authors: Hickman, L. (Co-Chair), Liu, M. (Co-Chair), & Oswald, F. L. (Discussant). (2024). Machine Learning for I-O 6.0: Addressing Algorithmic Bias and Fairness Concerns [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Industrial-organizational psychologists increasingly use machine learning (ML) methods to solve business problems, yet there are persistent concerns about algorithmic justice. This symposium presents and integrates 4 papers that research and apply ML to address ML fairness and bias concerns. The papers examine the impact of transcription errors on group differences in ML-scored interviews, demonstrate how to test for measurement bias in predictive models and when assessing constructs from naturalistic data, and review the extensive research on bias mitigation methods in ML.

Conference Career Center

8:00 AM – 11:30 AM | Location: Hyatt Roosevelt Meeting Rooms

Designated area reserved solely for CCC registered Employers and Job Seekers looking to conduct in-person job interviews. Space may be reserved ahead of time via email (careerservices@siop.org) or at the CCC check-in table (located in the Roosevelt Meeting rooms).

Conference Orientation Tour

8:30 AM – 9:30 AM | Location: Hyatt Regency Lobby

EVENTS AND RECEPTIONS

Join us for a tour of the conference center to become familiar with where the session rooms and other facilities (e.g., meditation room, mothering room) will be held.

Practical Steps to De-Risk Talent Mobility (Partner Showcase)

9:00 AM – 10:20 AM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: SHL

Many organizations are turning their attention to talent mobility with the strategic goal of positively impacting engagement, retention, and diversity. While the potential gains are clear, we are still in the early stages of developing a set of agreed best practices. In this session, we will hear from two organizations who are on this journey. HB Fuller will share practical lessons learned as they have evolved the way they prepare talent to assume critical leader roles in the future. IBM will also share how they are taking targeted action to support what they call the “success assurance” of leaders who are assuming new step-up or lateral executive assignments – a step often overlooked by organizations.

Open Science Bootcamp (Alternative Presentation - 197175)

9:00 AM – 10:20 AM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Eby, L. T. (Co-Chair & Facilitator), Oswald, F. L. (Co-Chair & Facilitator), Allen, T. D., (Facilitator), Lang, J. B. (Facilitator), Morris, S. (Facilitator), & Rogelberg, S. (Presenter & Facilitator). (2024). Open science bootcamp [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Open science practices further the value and impact of I-O psychology in organizations, journal outlets, and I-O education and training. This alternative session is designed to help attendees (a) learn the fundamentals of open science, (b) become familiar with the Transparency and Openness Promotion (TOP) journal guidelines being adopted across thousands of journals, (c) appreciate concrete examples and practices that increase research openness and transparency, and (d) engage in small group (roundtable) discussions, facilitated by 6 current and former journal editors/associate editors.

Solving Healthcare’s Most Prominent Issues Through Teamwork (Symposium - 197277)

9:00 AM – 10:20 AM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Fernández Castillo, G. (Co-Chair), Traylor, A. (Co-Chair), & Thompson, E. (Discussant). (2024). Solving healthcare's most prominent issues through teamwork [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Tannebaum, S., Salas, E., & Greulich, P. E. (2024). Building a pipeline of teamwork ready healthcare professionals: Beginning with undergraduate education. Rosen, M., Khaleghzadegan, S. & Kilcullen, M. P. (2024). Collective allostatic load: A study of stress, teamwork, and resilience in the PICU. Traylor, A., Lewis, N., Rufrano, G., and Bell, L. (2024). Reaching out: Boundary spanning to improve NICU teamwork, staff retention, and patient family discharge readiness. Fernández Castillo, G. & Salas, E. (2024). Can Team coaching provide healthcare the remedy it needs?

Healthcare faces a myriad of challenges, including but not limited to burnout, increasing job stress, lack of psychological safety, communication issues, and so forth. This symposium focuses on ways the healthcare industry can resolve these challenges via teamwork, a vital competency for effective and safe patient care, from the start of a healthcare practitioner's work lifespan to maintaining effective team performance in the field. Authors present tools that intervene at different levels (i.e., primary, secondary, and tertiary intervention), seeking to nurture the whole healthcare system.

I/O for the CEO: Strategies for Answering Leaders’ Top of Mind Concerns (Panel Discussion - 198436)

9:00 AM – 10:20 AM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Jolton, J. A. (Co-Chair), & Efron, M. (Co-Chair), Benson, M., Conjar, E., Engle, E., Munoz, J., Rosen, G., Zimmer, S. (2024). I/O for the CEO: Strategies for Answering Leaders’ Top of Mind Concerns [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel discussion aims to equip I-O practitioners at all levels with insights, advice, and strategies for effectively communicating with business organization CEOs and senior executives. The session addresses pertinent topics and concerns that currently preoccupy business leaders. Seasoned panelists, well-versed in presenting HR and I-O-related content to executive audiences, share their expertise. Participants will gain valuable perspectives on tailoring I-O practices to CEO needs, crafting programs and analyses for C-suite, and understanding CEO concerns to enhance their own work.

What Defines a Good Leader? New Leadership Capabilities for a New Workforce (Alternative Presentation - 197905)

9:00 AM – 10:20 AM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Burlacu, G., Monahan, K., Fazio, K., Sendra, C., Mikalowski, L., & Vicaria, I. (April 2024). What defines a good leader? New leadership capabilities for a new workforce [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although no one definition for "good leadership" currently exists, I-O has long been focused on defining the right styles, skills, and behaviors to enable positive follower and organizational outcomes. But the world of work is rapidly changing, and new contexts are emerging that require leaders to lead differently than in the past. What are the new capabilities that indicate someone is a "good leader"? Six practitioners come together to facilitate a collaborative discussion around which capabilities should become part of the established definition for effective leadership in 2024 and beyond.

Navigating the New Dawn of Talent Strategy: Five Shifts Reshaping Work and Leadership (Panel Discussion - 198296)

9:00 AM – 10:20 AM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Collins, L.G., Hartog, S.B., Fisher, D., Tavis, A. A., Ehret, M. (2024). Navigating the New Dawn of Talent Strategy: 5 Shifts Reshaping Work and Leadership [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel explores 5 transformative shifts reshaping talent strategy in the modern workplace as identified during a SIOP preconference workshop in 2023. It delves into the fluid nature of talent, continuous learning, the synergy of technology and humanity, the power of cultural diversity, and the evolving role of leadership. Insights from thought leaders involved in research, publications, and practice offer practical implications for organizations navigating this new talent landscape.

What's Changing With Change Management? (Panel Discussion - 197214)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall H

Authors: Yang, R. (Chair), Dannels, L., Hawkins, Z., & Liu, S. (2024). What's changing with Change Management? [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In today's dynamic environment, it's more challenging than ever to drive transformations with lasting impact. Meanwhile, organizations are under pressure to find their competitive edge while mitigating financial and reputational risks. Researchers and practitioners are exploring new ways to build change capability for individuals, teams, and organizations. In this session, panelists from diverse industries will share their experience adapting change models to evolving contexts and discuss examples of innovative change practice.

Building the Scientist–Practitioner Toolkit: Storytelling to Communicate Science (Alternative Presentation - 198267)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall I

Authors: Adler, S. (Panelist), Grubb, A. (Panelist), & Nelson, M. (Panelist) (2024). Building the Scientist-Practitioner Toolkit: Storytelling to Communicate Science [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This highly interactive session will share key techniques in effective storytelling, present a real-world challenge in communicating nuanced scientific findings to a nonscientific audience with recent research, and encourage participants to craft and share a 3-minute story to convince management to a particular action. Feedback and debrief will follow the sharing.

The Impact of Difference at Work: Underexamined Forms of Identity-based Mistreatment

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall J

It is an unfortunate reality that many individuals routinely experience is harmful identity-based mistreatment at work. One key to curbing such behavior is having sufficient theory and corresponding empirical evidence to understand how it transpires. This symposium takes an interdisciplinary, mixed methods approach to shed light on how relatively underexamined characteristics such as appearance (skin color), identity group membership, and experiences outside organizations (criminal incarceration, sexual assault) influence individual experiences within them.

Gameful Design and Redesign in Training and Assessment (Symposium - 198161)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall K

Lee, V. (Co-Chair), Landers, R. N. (Co-Chair), & Liff, J. (Discussant). (2024). Gameful design and redesign in training and assessment [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Ohlms, M. L., Melchers, K. G., Lievens, F., & Kanning, U. P. (2024). Just a game? How the level of fiction of a storified test shapes applicant reactions.

Bauer, K. N., Mutis, I., Agam, G., Liu, X., & Hao, G. (2024). Design and initial pilot test of an augmented reality game-based assessment of cognitive ability.

Agnello, P., & Jenerson, E. S. (2024). Psychometrics and accessibility: Redesigning a gamified cognitive ability assessment.

Do, N., Landers, R. N., Priest, R., Jin, T., & Meredith, L. N. (2024). Gamifying optional resources: The impact of leaderboards on

learning outcomes.

Summary: Gameful design and redesign are strategies commonly employed to increase the motivational potential of assessments and training programs. This symposium explores how design decisions and development practices affect desired outcomes across 1 training and 3 selection projects. The symposium is designed to highlight how research-based gameful design and rigorous development practices can be used to optimize outcomes across contexts.

Challenges and New Developments at Every Stage of the Succession Planning Lifecycle (Alternative Presentation - 197479)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall L

Authors: Freier, L. M. (Chair), Brubaker, T., Chau, S., Desrosiers, E., Lin, L., Marcus-Blank, B., & Robinson, S. (2023). Challenges and new developments at every stage of the succession planning lifecycle [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will discuss challenges faced and new developments implemented by companies at various levels of maturity in their succession planning process. After panelists introduce the succession planning process of their own organizations, audience members will break into small groups for an interactive discussion of succession planning challenges in their own organizations. Audience members and panelist facilitators will problem solve together and discuss new developments in succession planning as potential solutions.

So You've Operationalized an ML Model, Now What? A Panel on Model Maintenance (Panel Discussion - 197142)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall MN

Authors: Campion, E. D. (Chair), Campion, M. A., Dunleavy, E., Koenig, N., Mondragon, N., & Schmerling, D. Machine Learning Model Monitoring, Maintenance, and Cascading Responsibilities [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The purpose of this session is to produce insights as to how practitioners can maintain machine learning models postimplementation. This includes monitoring models, updating and retraining models, but also other responsibilities such as complying with legislative reporting requirements and explaining how models are used to candidates. Attendees will hear from 5 experts who have experience developing and operationalizing machine learning models in organizations. This session is intended for all audiences including those new to, or interested in, ML and those who are more advanced.

IGNITing DEIA Solutions Post UNC and Harvard Supreme Court Ruling (Alternative Presentation - 197822)

9:00 AM – 10:20 AM | Location: Swissotel Montreux 1

Authors: Colosimo, J.L. (Co-Chair), Fedorowicz, N. (Co-Chair), Maneethai, D. (Panelist), Patrick, C. (Panelist), Kazmi, M.A. (Panelist), & Miller, S. (Panelist). (2024). IGNITing DEIA Solutions Post UNC and Harvard Supreme Court Ruling. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The Supreme Court's ruling on the use of affirmative action in higher education admissions led leaders to express concern over the legal ramifications of their selection practices and diversity, equity, inclusion, and accessibility (DEIA) efforts. In this session, attorneys, practitioners, and researchers discuss the ruling's impact on recruitment, hiring, and DEIA practices. Speakers offer legally defensible and data-driven best practices and solutions to address the resulting DEIA backlash. Following IGNITE-style presentations, the audience will join breakout groups to discuss these topics.

Competition: The 2024 SIOP Machine Learning Competition (Special Event - 199653)

9:00 AM – 10:20 AM | Location: Swissotel Montreux 2/3

Authors: Marin, S. (Chair), Hernandez, I., Thompson, I. B., Yankov, G. P., Koenig, K., Mirando, T.J., Facteau, J.D. (2024). The 2024 SIOP Machine Learning Competition [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The SIOP Machine Learning Competition, since its 2018 inception, has become a hub for the I-O psychology community to showcase data science prowess. A diverse mix of data scientists, researchers, and students gather to tackle AI challenges. In a highlight session, top teams will exhibit their winning solutions and share insights from their competitive journey. This celebration of innovation and teamwork culminates in the recognition of their achievements and the awarding of cash prizes, underscoring their contributions to the evolving field of AI and psychology.

Poster Sessions: Groups & Careers

9:00 AM – 9:50 AM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

De-Escalating or Escalating Workplace Conflict: The Role of Employee Voice (Poster - 196447)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Liu, Z. & Tong, J. (2024). De-escalating or escalating workplace conflict: The role of employee voice [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors conducted a diary study to investigate how initial disagreement developed into mild versus intense conflict via voice behaviors. The study revealed that destructive voice mediated the relationship between disagreement and coworkers' intense conflict expressions, whereas constructive voice mediated the relationship with both mild and intense conflict expressions. The relationship between disagreement and constructive voice was stronger with low work demands. Findings provide nuanced information about conflict dynamics and have implications for conflict management.

Newcomer Organizational Socialization: A Meta-Analytic Review (Poster - 196799)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Bauer, T. N., Erdogan, B., Ellis, A. M., Truxillo, D. M., Brady, G. M., & Bodner, T. (2024). Newcomer organizational socialization: A meta-analytic review. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The effective socialization of newcomers into organizations is critical for employee and organizational success. However, previous narrative and quantitative reviews have become dated, are relatively narrow in focus, and lack discussions of socialization in the context of modern workplace demands. To address these issues authors conducted a quantitative meta-analysis to review and summarize the literature. They conducted a literature review of articles for meta-analytic review and identified 254 samples including 25 antecedents, 4 proximal adjustment outcomes, and 6 distal outcomes.

Interactive Effect Between Vertical Diversity and Membership Fluidity on Coordination (Poster - 197000)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Nakama, D., & Muramoto, Y. (2024). Interactive Effect between Vertical Diversity and Membership Fluidity on Coordination [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigated the interactive effects of vertical diversity in the level of expertise and membership fluidity on team coordination. A survey of a wide range of workplaces (Study 1) and an analysis of actual work teams using an HR data set from a firm (Study 2) revealed consistent results supporting the hypothesis, indicating that expertness diversity will be more positively associated with coordination in teams with high membership fluidity than in teams with low membership fluidity.

Cultivating a Generative Workplace to Unleash Well-Being Through Support (Poster - 197243)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Musselman, R. (2024). Cultivating a Generative Workplace Using Empathy to through Wellbeing and Support [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Generativity is an intrinsic attitude deeply embedded in the organizational culture. This paper paints a vivid portrait of an organization that prioritizes nurturing generative behaviors, ultimately lead to a thriving, engaged, and satisfied workforce. The findings underscore the strategic importance of cultivating a culture that not only drives organizational success but also enhances the lives of those within it. By embracing the principles of empathy and generativity, organizations can forge a path toward a brighter and more sustainable future for both employees and themselves.

Faking It for Our Team: Entitativity's Role on Surface Acting and Meeting Recovery (Poster - 197305)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Castro, K. C., Eden, E., Joy, V., & Allen, J. A. (2024). Faking It for Our Team: Entitativity's Role on Surface Acting and Meeting Recovery [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

There is limited research on meeting recovery. Surface acting contributes to poor meeting outcomes, whereas entitativity relates to positive meeting outcomes. Authors examined how surface acting and entitativity relate to meeting recovery. They tested the moderating effects of entitativity on the relationship between surface acting and meeting recovery. Findings indicate a positive relationship between surface acting and meeting recovery. This work supports growing meeting science literature.

Does Virtually Working Make Teams More Resilient? The Construal Fit Perspective (Poster - 197326)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Zhou, Y. & Wang, Y. (2024). Does Virtually Working Make Teams More Resilient? The Construal Fit Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Organizations use virtual communication technology to access more talent and be flexible in uncertain times. However, relying on virtual work may hinder resilience building for teams. Through the lens of construal fit, authors propose that the impact of technology on resilience depends on leader construal level—how they encode and retrieve information during team communication. They tested this model using a field survey of creative teams, which supported the theoretical model. This expands on previous research on the effects of virtual work.

Bouncing Back From What? A Qualitative Investigation of Knowledge Team Adversity (Poster - 197486)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Romero, M. R., Ferroni, A. M., Seo, C. M.L., Yi, G. R., Perez, J. E., Traylor J. M., & Bisbey, T. M., (2024). Bouncing Back from What? A Qualitative Investigation of Knowledge Team Adversity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Scholars describe team resilience as the ability to "bounce back" from adversity, but adversity must be understood before investigating how teams "bounce back" from it. In this study authors (a) examine the concept of team adversity across disciplines, (b) identify and organize dimensions of team adversity, and (c) provide a basis for an objective measurement tool. To achieve these aims, they conducted a robust qualitative analysis of team-reported adversity and the team resilience literature to generate a taxonomy with critical implications for advancing research and practice.

Demands–Abilities Misfit: Emphasizing Positive Adaptation Through Proactivity (Poster - 197521)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Yu, K. Y. T. , Munusamy, V. & Han, X. (2024). Demands-Abilities Misfit: Emphasizing Positive Adaptation through Proactivity. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research explores the benefits of under/over qualification misfits for individuals, highlighting the psychological and behavioral responses and the roles of individuals, employer, and society in determining positive outcomes. Authors emphasize the importance of proactivity in managing under/overqualification misfit, which can be influenced by task, social and relational, and self-regulatory factors. Theoretical, methodological, and practical implications of qualification misfits and proactivity focusing on the person (P), situation (E), and interaction between P and E entities are discussed.

Development and Measurement of Implicit Teammate Theories (Poster - 197636)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Choi, B., Masser, J., Romero, M. R., Bisbey, T., & Harris-Watson, A. M. (2024). Development and Measurement of Implicit Teammate Theories [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

To advance understanding of how traits influence team dynamics, authors propose a novel construct, implicit teammate theories (ITTs), that describe individuals' schemas for teammate attributes. From a list of 135 inductively generated terms (Study 1), they use exploratory factor analyses to identify a 5-factor ITT structure (Study 2). They then cross-validate this structure using confirmatory factor analysis in a new sample, as well as test relationships of ITT dimensions with personality and implicit leadership theories (Study 3). Implications for research and practice are discussed.

Vocational Interests Fit and Career Success: A Polygenic Score Approach (Poster - 197765)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Zhu, Y., Song, Z., Zhang, X., Li, WD., & Fan, Q. (2024). Vocational Interests Fit and Career Success: A polygenic score approach. [poster].

This study aimed to investigate the influence of gene–occupation fit on individual career outcomes and explore its interaction with person–occupation fit, gender, and family socioeconomic status. Using the polygenic score (PGS) approach, the study found a significant positive correlation between the PGS prediction of vocational interests and actual occupation-level interests and between gene–occupation fit and income and work satisfaction.

Am I Safe? The Interactive Effects of Task and Relationship Conflict in Project Teams (Poster - 197815)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Redler, E. S., Woehr, D. J., Loughry, M. L., & Ohland, M. W. (2024). Am I Safe? The Interactive Effects of Task and Relationship Conflict in Project Teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Team conflict's impact on psychological safety, a process vital to team performance, is unclear. Considering team conflict type (i.e., task and relationship) yields varied results. This study employs multilevel modeling to explore the interactive effects of task and relationship conflict on psychological safety in teams. Results show both conflict types harm psychological safety, with task conflict having a stronger negative impact in the presence of high relationship conflict. Distinguishing conflict types and interactions is key to understanding their impact on team processes and outcomes.

The Effect of Media Richness on Uncertainty and Trust Within Virtual Work Teams (Poster - 197853)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Cassidy, S. A. (2024). The effect of media richness on uncertainty and trust within virtual work teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Previous research stresses the importance of trust in virtual work teams. However, work is needed to understand which aspects of virtuality impact trust, a question this study addresses using media richness. Teams completed a military rescue simulation while collocated, using rich media, or using lean media. Afterwards, team members' uncertainty and trust toward their teammates was assessed. Collocated and media rich virtual team members reported less uncertainty than media lean virtual team members. Uncertainty mediated the positive relation between media richness and trust.

Strategic Decision Making in Multiteam Systems (Poster - 197868)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Emery, A. C., Javalagi, A. A., & DeChurch, L. A., (2024, April). Strategic Decision-Making in Multiteam Systems [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

This study examines strategic decision making in multiteam systems (MTSs) across various communication modalities, revealing generally consistent decision making strategies, with notable exceptions in remote settings. The findings, although preliminary, suggest nuanced multiteam dynamics across contexts. Implications for organizational policy and future research in the evolving landscape of work are discussed.

The Babble Hypothesis Revisited: Speaking Time, Voice, and Leadership Emergence (Poster - 197989)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Oxendahl, T. A., O'Bryan, L. R., & Beier, M. E. (2024). The babble hypothesis revisited: Speaking time, voice, and leadership emergence [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the relationship between speaking time and leadership emergence along with the mediating influence of voice via virtual teams working on a problem-solving task. Results revealed significant relationships between speaking time and leadership as well as speaking time and voice. However, the indirect relationship between speaking time and leadership, via voice, was not significant.

Unpacking the Effects of Surface- and Deep-Level Faultlines in Teams (Poster - 197994)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Zhu, X., Ren, H., Luan, M., & Hao, X. (2024). Unpacking the effects of surface- and deep-level faultlines in teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors investigate the impact of both surface- and deep-level faultlines in teams. Using 3-wave, multisource data from 112 MBA teams, it was found that deep-level faultlines increased subgroup formation when team tertius iungens orientation level was low but not when it was high. Subgroup formation decreased objective team performance. Support for surface-level faultlines was not found. Results underscore the value of incorporating deep-level faultlines into the faultlines literature and highlight the need to consider the specific contexts in which faultlines may impact team performance.

Recruiter Onboarding: Harnessing Time-to-Event Metrics Using Survival Analysis (Poster - 198036)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Mitra, R., Besl, A., Stodgel, D., Simonet, D. V., Danna, G. (2024). Recruiter Onboarding: Harnessing Time-to-Event Metrics Using Survival Analysis [Poster]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

This paper showcases how organizations can gain valuable onboarding and socialization efficiency insights by leveraging time-to-event analysis techniques. Authors describe research conducted on recruiters' early tenure productivity (during their first 6 months) at a large technology company. Specifically, they conducted survival analyses to identify key factors influencing the time it takes recruiters to achieve a steady state of productivity, which we term "ramped." Practical implications for organizations seeking quicker socialization of employees are offered.

Narcissism in the Virtual Workspace: A Team-Centered Perspective (Poster - 198104)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Szabo, K., Wasilewska, M., Jessup, J., & Burke, C. S. (2024). Narcissism in the virtual workspace: A team-centered perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The study investigated the relationship between team narcissism, team processes (e.g., shared leadership and information sharing), and outcomes (i.e., team decision-making accuracy) in virtual teams. The sample included 62 teams from the university's SONA system and Prolific. Support was found for the negative impact of team narcissism on information sharing. Team narcissism was positively and significantly related to shared leadership. Information sharing predicted team decision-making accuracy.

As I Say or as I Do? Mentor Hypocrisy Influences Work-Life Balance (Poster - 198132)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Vitti, T., Chakrabarti, A., Baker, C. L., Finkelstein, L. M., & Rogers, A (2024). As I say or as I do? Mentor hypocrisy influences work-life balance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This experimental study explores how mentors may influence mentees' work-life balance satisfaction and job attitudes through hypocritical behavior. Using a 2x2 between-subjects, vignette-based study, results indicated that mentors who engage in inconsistent behaviors negatively impact mentee job satisfaction and increase their turnover intentions. Perceiving mentors as hypocritical was also found to reduce mentee work-life balance intentions, organizational identification, and mentor-directed OCBs. Advanced theoretical and practical implications are discussed.

Older Workers' Self-Efficacy, Opportunities, and Intentions to Work Longer (Poster - 198258)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Schellaert, M., McCarthy, G., O'Shea, D., Truxillo, D., Derous, E. (2024). Older workers' self-efficacy, opportunities, and intentions to work longer [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Building on social cognitive (career) approaches, this study examined the role of both perceived occupational and private opportunities on older workers' intention to work longer and considered the mediating role of self-efficacy. Results of a 2-wave longitudinal study among 967 older workers showed that perceived occupational opportunities positively affected intentions to work longer and that this relationship is mediated by one's self-efficacy to work longer. In contrast, perceived private opportunities negatively affected one's intention to work longer.

The Role of Artificial Intelligence in Supporting Team Resilience in High-Stakes Team (Poster - 198338)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Tang, Y., Wiese, C. W., Davenport, A. (2024). The Role of Artificial Intelligence in Supporting Team Resilience in High-Stakes Teams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study provides a preliminary examination of the influence of in-situ AI support on the performance and well-being of high-stakes teams. Authors assessed 12 teams and introduced stressors to simulate challenging environments. AI support, implemented through the Wizard of Oz method, resulted in a positive trend in team performance and well-being compared to control groups. Despite these encouraging initial findings, the mixed outcomes underline the need for comprehensive future research to further explore AI's capabilities and constraints in bolstering team resilience.

An Exploration of Fluid Team Effectiveness: Does Existing Team Science Apply? (Poster - 198376)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Billotti, B., Grossman, R., Ha, J., & Cassara, M. (2024) An Exploration of Fluid Team Effectiveness: Does Existing Team Science Apply? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Fluid teams are increasingly prevalent in organizations today. This qualitative study identified factors that contribute to their effectiveness and how they differ from traditional teams. Authors utilized critical incident techniques to study fluid teams within healthcare by asking participants in education-simulation centers to reflect on what makes fluid teams effective and ineffective. Themes were extracted and compared to existing literature to identify similarities and differences between fluid and traditional teams. Based on results, a set of practical recommendations was provided.

School-to-Work Transition: Job Search Experiences Facilitate Newcomer Adjustment (Poster - 198437)

9:00 AM – 9:50 AM

POSTER SESSIONS

Welcome to discuss posters with me on site!

Authors: Luo, Min. & Yao, Xiang. (2024). School-to-work transition: Job search experiences facilitate newcomer adjustment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Based on social cognitive career theory, this study examined how job search experiences help newcomers adjust to work. The study collected data from 118 employees who had graduated from university for 3 months. Results indicated individuals with more successful job search would show higher work self-efficacy and outcome expectation, set more challenging work goal, and ultimately adjusted to work better. This study validates job search experiences could facilitate newcomer adjustment. Theoretical and practical contributions are discussed.

There is No I in [Component] Team: Exploring Referent Shifts in Multiteam Systems (Poster - 198447)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Wentworth, A.N., Johnson, M.E., Hefferan, R.E., Brown, J. W., McGuinness, M. M., Ionnone, E. O., Shuffler, M.L. (2024). There is No I in [Component] Team: Exploring Referent Shifts in Multiteam System [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

A multiteam system (MTS) is a collection of teams (component teams) within a team (MTS). Individuals can simultaneously feel as though they are part of both teams. The implications of this are not yet understood. This study utilizes referent shift to examine the extent to which individuals view these teams differently through the construct of person-group fit. Findings highlight the importance of distinguishing between the component team and MTS in measurement.

AI and Work Teams: Houston, We Have Collaboration (Poster - 198564)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Breaux, J., Hunt, L., & Skovera, I. (2024, April). AI & Work Teams: Houston, We Have Collaboration. [Poster Presentation] Society for Industrial/Organizational Psychology, Chicago, IL.

Fast and seemingly unmitigated growth of AI technologies in work contexts has overlooked team dynamics. I-O professionals interested in teams should enhance their AI knowledge. The purpose of this proposal is to provide a general overview of early research of work teams and AI, highlighting contexts, limitations, and aims to stimulate further investigation and discussion on AI implementation within work teams.

The Effect of Virtuality on Newcomer Socialization (Poster - 198574)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: White, J. C. & Behrend, T. S. (2024). The effect of virtuality on newcomer socialization [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The rise of remote and hybrid work arrangements is reshaping how newcomers adapt to their roles in organizations. This study extends prior qualitative research by quantitatively assessing how virtuality influences the perceptions, behaviors, and adjustment of 464 newcomers. Results show that relative to traditional and hybrid newcomers, remote newcomers perceive greater autonomy and lower colleague availability; engage in fewer interpersonal and more impersonal proactive behaviors; and show poorer adjustment in terms of role clarity, task mastery, and feelings of social acceptance.

A Profile-Based Approach to Examining Gender Differences in Vocational Interests (Poster - 198588)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Pearson, J.Y., Kondur, S., Granillo-Velasquez, K., Hoff, K. A. (2023). A Profile-Based Approach to Examining Gender Differences in Vocational Interests [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Prior research on gender differences in vocational interests has primarily focused on mean differences in single-interest scales, overlooking potential gender differences in interest profiles. This study investigates gender differences in interests utilizing profile-based approaches that reflect within-person configurations of multiple interests, ranked in relation to one another. Findings indicated that profile-based gender differences sometimes deviated from mean differences, revealing new information about gender similarities and differences in vocational interests.

How We Feel: Understanding the Emergence of Team Emotions (Poster - 198609)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Baker, N. M. (2024). How We Feel: Understanding the emergence of team emotions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although emotions have an important effect on most team processes, existing research does not adequately account for the way emotions emerge within teams. This paper draws on social appraisal and social perception research to propose a mechanism by which team-member interactions can lead to varied emotional states. This perspective addresses a key issue in the literature on team emotions by describing the formation of intrateam differences in emotions and highlighting the social characteristics that lead some individuals to exert a greater influence on the emotions of others within the team.

The Longitudinal Impact of STEM Shock Experiences on STEM Career Outcomes (Poster - 198646)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Citation: McSpedon, M. R., Beier, M.E., Rittmayer-Hanks, A. D., Kim, M. H. (2024). The Longitudinal Impact of STEM Shock Experiences on STEM Career Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Ensuring workforce readiness, particularly for STEM roles, is a key national priority in the United States (Okrent & Burke, 2021). In this 11-year longitudinal study, researchers examined the relationship between discouraging shock events (Lee & Mitchell, 1994) experienced by STEM-interested college students and their postgraduation career outcomes (i.e., STEM degree attainment and employment in a STEM role; n = 91). Both the direct effect of shocks on career outcomes as well as the moderating effect of 2 key motivational factors were explored. Findings and implications are discussed.

Mediated Regulatory Dynamics and Training Transfer Outcomes (Poster - 198693)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Davis, J. A., Olenick, J., & Surface, E. A. (2024). Mediated regulatory dynamics and training transfer outcomes. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors use self-regulated learning to investigate the boundary conditions of the dynamic self-efficacy to performance relationship and their connection to training transfer in a high-stakes foreign language training program with 2230 military personnel. A multiwave study found that self-efficacy and achievement during training were reciprocally related, and that end-of-training performance and efficacy positively predict initial transfer and maintenance. Further, mediational effects efficacy and performance on transfer outcomes were found , better tying training dynamics to transfer.

The Road to Unit Cohesion (Poster - 198719)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Brumbaugh, M. M., Pool, R. N., Smith, E. K., Rosopa, P. J., Roma, P. G., & Russell, D. W. (2024). The Road to Unit Cohesion. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Interpersonal processes are a critical component of effective team functioning within military settings. With a sample of 4,975 U.S. Naval personnel, this study examined the effects that interpersonal processes, such as team motivation, has on unit cohesion. Under an emergent states framework, this study demonstrates that psychological safety mediates the relationship between interpersonal processes and unit cohesion among military personnel. Implications and future directions in I-O psychology are discussed.

Is Relationship Building or Feedback Seeking More Beneficial for Newcomers (Poster - 198748)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Xu, H., Perrot, S., Liden, R. C., Bauer, T. N., Erdogan, B., & Abonneau, D. (2024). Is relationship building or feedback seeking more beneficial for newcomers? The moderating role of core self-evaluations. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing on implicit followership theory, authors examine newcomers' core self-evaluation (CSE) as a qualifier of the effects of newcomers' proactive behaviors on their LMX relationships with supervisors, and subsequent socialization outcomes. Newcomers' relationship building enhances LMX relationships for higher versus lower CSE newcomers. Conversely, newcomers' feedback seeking enhances LMX relationships for lower versus higher CSE newcomers. LMX has downstream effects on receiving supervisors' mentoring and achieving desirable adjustment outcomes.

DIY KSAOs: Career Exploration for I-O Graduate Students (Alternative Presentation - 197625)

9:00 AM – 10:20 AM | Location: Swissotel Vevey 1/2

Authors: Lynner, B. (Co-Chair), Dik, B. (Co-Chair), Beckel, J., Bologna, D., Calvo, A., Cawley, B., Colley, K., Cox, G., Duffy, R., Luse, W., Mendelson, R., Mueller-Hanson, R., Pohlman, R., Prasad, J. Price, N., & Shepherd, B. (2024). DIY KSAOs: Career Exploration for I/O Graduate Students [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This alternative session will address the challenge of selecting an I-O career path by facilitating micromentoring conversations between experienced I-O professionals and graduate students. Specifically, the session will empower attendees to explore the necessary knowledge, skills, abilities, and other characteristics (KSAOs) for various I-O careers, identify their interests, develop strategies for skill development, and seek guidance from experienced professionals.

Ethical AI-Based Assessment in Practice (Panel Discussion - 196998)

9:00 AM – 10:20 AM | Location: Swissotel Vevey 3/4

Authors: Weiner, J. A. (Chair), Tippins, N., Landers, R., Ryan, A., Handler, C., & Munson, L. (2024). Ethical AI-based Assessment in Practice [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

As use of artificial intelligence (AI) increases, so have ethical concerns with AI in work, learning, and daily life, including assessment. Various ethical frameworks have been developed by a range of organizations, and these are generally consistent; however, there is an absence of best practices defining how to implement and demonstrate adherence to these frameworks. This session explores considerations and challenges in operationalizing ethical use of AI-based assessment.

Content Validity Court Decision: Tatum, 2022; An Insider's Analysis and Insights (Master Tutorial - 198548)

9:00 AM – 10:20 AM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Wiesen, J.P. (2024). Content Validity Court Decision: Tatum, 2022; An Insider's Analysis and Insights [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A court struck down 8 public-sector promotional exams in a 75 page decision covering component weight, item focus and wording, source material, job analysis, number of SMEs, adverse impact analyses, content validation, and so on. The decision highlights some major, little-discussed flaws in testing, such as the harmful result of allowing appeals of test items, the risks of using SMEs to rate tasks/KSAPs, the use of quotes from books in test items, and testing definitions and procedures. These topics and more will be discussed by one of the testing experts at trial.

Brain Gain: Cognitive Ability in Selection Research and Practice (Panel Discussion - 198199)

9:00 AM – 10:20 AM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Ones, D. S. (Organizer), Oh, I.-S. (Co-Chair), Le, H. (Co-Chair), Cucina, J.M., Hayes, T.L., Kulikowski, K., Postlethwaite, B., & Viswesvaran, C. (2024) Brain gain: Cognitive ability in selection research and practice [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will present research-grounded thinking about cognitive ability measures used for employee selection. Controversial recent research findings and speculations will be considered. The influence of erroneous reasoning, limited research, and wishful thinking on misleading conclusions will be described. Cumulative and new evidence for the usefulness of general mental ability and other cognitive abilities will be highlighted. Scholar and practitioner panelists will offer scientific and practical recommendations.

From Zero to Hero: Building a People Analytics Unit From Scratch (Includes Comedy) (Alternative Presentation - 198578)

9:00 AM – 10:20 AM | Location: Swissotel Zurich AB

Authors: Bazigos, M. N. (Chair), Hayrapetyan, L. (Panelist), Lam, S. (Panelist), Lim, R. (Panelist), & Persing, C. (Panelist). (2024). From zero to hero: Building a people analytics unit from scratch [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Five leaders from 5 industries who built people/organizational analytics functions or practices from scratch will share their stories, insights, and lessons learned. If you've ever thought of doing this and wondered, "Is there a blueprint?" or "What are the watchouts?", this session is for you. After IGNITE! introductions (20 slides per speaker advancing automatically every 15 seconds over 5 minutes), the format shifts to a comedic interactive format: questions for the panel are answered then rewarded with questions from the panel in a humorous game show format. Appropriate for all levels.

Designing an Open-Source Online Laboratory for Employee Survey Items and Norms (Alternative Presentation - 198031)

9:00 AM – 10:20 AM | Location: Swissotel Zurich C

Authors: Mastrangelo, P. M. (Chair), Macey, W. H. (Panelist), Weiner, S. P. (Panelist), & Falletta, S. V. (Panelist) (2024). Building an open-source online laboratory for employee survey items and norms. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Come design an historic collaborative platform to benefit the science and practice of survey-based assessment. This is a real-time, working session for experts to discuss, plan, and initiate development of an open-source, online laboratory for employee surveys (similar to [ipip.org](https://www.ipip.org) for personality). Using an ideation process, the audience will discuss purpose, obstacles, governance, staffing, facilities, and next steps. Groups will present ideas to the full audience, resulting in preferred options, if not consensus, for the future.

Experiments on Work–Nonwork Boundary Challenges (Symposium - 197604)

9:00 AM – 10:20 AM | Location: Swissotel Zurich D

Authors: Ravid, D. M. (Co-Chair), Kossek, E. E. (Co-Chair), & Matthews, R. A. (Discussant). (2024). Experiments on Work–Nonwork

Boundary Challenges [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Kossek, E. E., Lawson, K. M., Hammer, L. B., Allen, S., Bodner, T., Perry, M., & Xu, J. (2024). Supervisor Support for Family/Sick Leaves Intervention: An Organizational Field Experiment. Iser-Potempa, J., Neumer, A., & Sonnentag, S. (2024). Supervisors' Expectations to Work During Nonwork Time: A Vignette Study on Recovery. Ravid, D. M., Dhakal, S., & Corwin, A. (2024). Effects of Breaktime Surveillance on Breaktime Experiences: A Laboratory Experiment. Lehman, M., Volpone, S. D., Casper, W.J., Wayne, J., & White, M. (2024). Changing Work Arrangements and Employee Performance During COVID: Differences for Men and Women.

Advances in technology, broadscale shifts to remote work and virtual teams, and the changing nature of work and careers have created novel challenges for workers and employers in managing work–nonwork boundaries. This symposium takes a boundary management theoretical view to consider current issues regarding how individuals and organizations manage distinctions and control between work and nonwork roles. Its 4 research papers use experimental methodologies and causal inference to address varied modern challenges regarding managing the work–nonwork boundary.

Moving Past Pizza Parties: The Practical Application of Recognition in Organizations (Alternative Presentation - 198751)

9:00 AM – 10:20 AM | Location: Swissotel Zurich EF

Authors: Lorenz, E. (Chair), Hill, R. (Panelist), Grossman, M. (Panelist), Myer, A. (Panelist), & Murphy, S. (Panelist). (2024). Moving past pizza parties: The practical application of recognition in organizations [Alternative Session Type]. Society for the Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Employees' evolving expectations require employers to think creatively, and activate more effectively, when expressing appreciation for their workforce. Evidence for employee recognition in the workplace is robust, especially as it relates to employee and company outcomes. But the path to enterprise-wide recognition is challenging. Through a combination of interactive discussions and practitioner presentations, this session aims to engage and inform participants of the power of employee recognition and the lessons that 4 seasoned practitioners have learned applying it in organizations.

COL: I-O Training and Generative AI—What, How, When, and Why? (Community of Interest - 199569)

9:00 AM – 10:20 AM | Location: Swissotel Zurich G

Authors: Toaddy, S. R. (Co-Chair), Belwalkar, B. B. (Co-Chair), Brown, S. G. & Williams, M. (2024). Community of Interest: I-O Training and Generative AI — What, How, When, and Why? [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Generative AI is affecting I-O training, from content covered to ethical issues in writing assignments. In this session, authors welcome all (students, faculty, and all others) to discuss how I-Os will update learning objectives, how I-Os want to incorporate and prohibit AI use in teaching I-O, and what guidelines, if any, I-Os would like to see SIOP forward regarding when and how AI should be used and taught. Participants are invited to band together to write submissions for SIOP's journal (IOP) based on conversations and partnerships initiated in this Community of Interest session.

Conference Career Center Open House

9:00 AM – 11:00 AM | Location: Hyatt Crystal Ballroom & Foyer

EVENTS AND RECEPTIONS

Networking opportunity for job seekers and employers in "job-fair" style event. Light refreshments available.

Local I-O Group Networking/Meet & Greet

9:00 AM – 10:00 AM | Location: Hyatt Randolph 3

EVENTS AND RECEPTIONS

The Local I-O Group Relations Committee invites you to mingle with local I-O group leaders, committee members, and colleagues with interest in joining or starting a grassroots local I-O group. Come learn about local I-O groups and how you can stay connected to I-Os in your community.

Ambassador Program Coffee & Connections (INVITATION ONLY)

10:00 AM – 10:50 AM | Location: Hyatt Regency B

EVENTS AND RECEPTIONS

A networking reception for individuals participating in the 2024 Ambassador Program.

Amplify Growth: Revolutionizing Learning and Development with AI (Partner Showcase)

10:30 AM – 11:20 AM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: CodeSignal

With executives and high-potential leaders having privileged access, attempts to scale L&D for the broader workforce face significant challenges due to the costs associated with one-to-one coaching and in-depth development programs. This limitation hampers employee engagement, retention, and organizational agility while exacerbating disparities for underrepresented groups. This presentation delves into the essential elements of effective L&D, examining the current disparities in access across organizational levels. We explore the transformative potential of Artificial Intelligence (AI) as a solution to this impasse, emphasizing the critical role of technical skills in addressing the evolving skills gap. Join us to explore how AI can unlock scalable L&D capabilities, fostering growth, engagement, and mobility within organizations.

Making "The Big Stay" Work for You: Reinventing Development for Tomorrow's Workforce (Panel Discussion - 198812)

10:30 AM – 11:20 AM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Gettis, A., (Co-chair), Markus, J. (Co-chair), Freese, H., Kasischke, K., Riehl, C., (2023). Making 'The Big Stay' work for you: Reinventing employee development for tomorrow's workforce. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In this panel discussion, experienced I-O practitioners will explore how the evolving development landscape impacts daily operations and strategic goals. With "The Big Stay" trend reshaping companies, we'll share fresh insights from various industries. Organizations have refocused on development due to shifting priorities among candidates and employees after the pandemic. Join us for a stimulating dialogue on panelist experiences, identified gaps, and actionable solutions.

Burned Out and Overburdened, Now What? A Discussion With Healthcare Leaders and Scholars (Panel Discussion - 198708)

10:30 AM – 11:20 AM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Hedrick, K. N., (Co-Chair), Bell, E. A., (Co-Chair), Shuffler, M. L., (Co-Chair), Wolf, A., (Co-Chair), George, C., Britt, T. W., Savage, N. M., Rosen, M. A., Hirsh, E., & Wiper, D. (2024) Burned Out & Overburdened, Now What? A Discussion With Healthcare Leaders & Scholars. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Burnout and burden are prominent issues in the healthcare field. This session brings together academics and clinicians to discuss the prominent burdens in healthcare (e.g., staffing shortages, technological burdens, and other areas identified by panelists), provide practical recommendations for healthcare workers to overcome high levels of burnout, and provide advice for individuals interested in researching burden and burnout in healthcare.

Practical Machine Learning: ML Techniques for Big Qualitative Data and Demo (Alternative Presentation - 198667)

10:30 AM – 11:20 AM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Notari, C. (Chair), Ruiz, A. (Presenter), & Black, L. (Presenter). (2024). Practical Machine Learning: Case Study in Machine Learning Techniques for Handling Big Qualitative Data and Demo [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Employees from Enengage will share their experience working with big qualitative data, including the solutions they found for analyzing the data through the use of machine learning techniques. After presenting the case study and the options found when searching for a machine learning technique, the format will switch to a demonstration. This demonstration will be a walkthrough of using natural language processing (NLP) for qualitative analyses, focusing on comment theming. It will also include suggested best practices and tips for improving NLP models.

Bringing I-O Expertise to Innovation: Can We Have the Best of Both Worlds? (Panel Discussion - 198735)

10:30 AM – 11:20 AM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Boyce, C. E., Boyce, A. S., Levy, J. D., Brasher, E., Lewis, R., & Von Plinsky, B. (2024). Bringing I-O expertise to innovation: Can we have the best of both worlds? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Panelists will discuss the need to bring I-O expertise and rigor to the innovation space, including how to successfully evaluate, govern, and scale innovative approaches and work with startups and other vendors at a time when research cannot keep pace with technology. Experienced internal and external consultants will share their perspectives across a variety of industries and with organizations of varying levels of innovation sophistication, with an emphasis on equipping the audience with actionable learnings they can use to bring innovation to life in their own organizations.

IGNITE + Facilitated Session: Creating Value Beyond, or in Place of, the Survey (Ignite - 198580)

10:30 AM – 11:20 AM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Bentancourt, K., Hanna, T., Head, B., McCusker, M., O'Brien, M., & Last3, F. M. (2024). Title of a debate [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

IGNITE presentations and discussion on the limitations of surveys and new/alternative opportunities beyond the survey provide insight about how to most effectively measure and manage a healthy employee experience. Topics include why anchor surveys are not enough, new technology such as digital coaching and crowdsourcing, supportive advisory services like smarter OD, nudge methodology and others.

Reducing Bias and Improving Accuracy in Asynchronous Video Interviews (Symposium - 197757)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall H

Authors: Powell, D. M. (Chair). (2024). Reducing Bias and Improving Accuracy in Asynchronous Video Interviews. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Springle, M., & Bourdage, J.S. (2024). Exploring the Influence of Socioeconomic Status in Asynchronous Video Interviews. Mainidize, H. T., Randall, J. G., Martin-Raugh, M. P., & Smith, K. (2024). To AVI or not to AVI: A Modern Meta-analytic Look at Accent Bias in Employee Selection Weihrach, L., Basch, J. M., & Melchers, K. G. (2024). Which Interviewees Perform Better in Asynchronous Video Interviews? Effects of Individual Differences. Box, M. J., & Highhouse, S. (2024). Mitigating Asynchronous Video Interview-related Anxiety in Job Applicants through Manipulating Design Elements. Abdulrazaq, S., Roulin, N., Xie, Y. & MacIntosh, A., (2024). Assessing Biasing Factors in Asynchronous Video Interviews: Insights from Real-World Data

Asynchronous video interviews (AVIs) are now a popular assessment tool. Although the AVI is highly structured and has been proposed to increase the standardization of interviews, this technology also introduces new features into the interview space that have unknown implications for interview accuracy and effectiveness. In this symposium, authors present 5 empirical studies that test the effects of various sources of erroneous variance, or "noise," in the AVI process. Together, this set of studies provides guidance to hiring organizations looking to improve the accuracy of AVIs.

Must I-O Professionals Be Licensed? Updates on Licensure and an I-O Credential (Alternative Presentation - 197663)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall I

Authors: Schroeder, D. A. (Chair), Lasson, E. D. (Co-Chair), & DuVernet, A. D. (Co-Chair). (2024). Must I-O professionals be licensed? Updates from SIOP's LCC committee [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The topic of licensure for I-Os has a prolonged and rich history within SIOP. This session will review this history and provide an update of progress made within both SIOP's Licensing, Certification and Credentialing (LCC) committee and the newly formed Certification Task Force, investigating alternative pathways to licensure. In doing so, they will offer detail on 2 potential tracks: licensure and I-O certification. Finally, they will conclude the session with a rich discussion inviting feedback from attendees on the best path forward for I-Os seeking to validate their expertise.

New Insights Into Personality and Self-Regulation in Counterproductive Work Behaviors (Symposium - 198617)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall J

Authors: Dilchert, S. (Co-Chair) & Mercado, B. K. (Co-Chair) (2024). New Insights into Personality and Self-Regulation in Counterproductive Work Behaviors [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Wilmot, M. Ones, D. S., & Wiernik, B. M. (2024). The Big Bad Five: Personality Profile Patterns Behind Every Misdeed Ren, Z.*, Giordano, C.*, & Ones, D.S. (2024). Emotional Intelligence and Counterproductive Work Behaviors: A Meta-Analytic Examination. *First two authors contributed equally. Mercado, B.K. & Dilchert, S. (2024). Conflicts to Clicks to CWBs: Crescendo in Losing Control Wang, Y.*, Mercado, B. K.*, Dilchert, S., & Ones, D. S. (2024). Sleep and CWB: A Time-Lagged Exploration of a Bidirectional Relationship. *First two authors contributed equally.

This symposium examines the psychological roots of counterproductive work behaviors (CWBs), spotlighting the role of personality and self-regulation. Papers focus on (a) the link between personality traits, emotional intelligence, and CWBs, uncovering unique personality profiles behind various misbehaviors, and (b) self-regulatory factors, revealing interpersonal conflict and sleep disturbances in shaping CWBs. By exploring these connections, the symposium offers insights for crafting interventions to address CWBs in organizational settings.

The Road Less Traveled in Academia: "Academic Professional" Positions for I-Os (Panel Discussion - 197581)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall K

Authors: Zhou, S. (Chair), Healy, C. (Panelist), Price, N. (Panelist), Rotch, R. W. (Panelist), Sanders, A. M. F. (Panelist), & Winslow, C. (Panelist). (2024). The road less traveled in academia: Admin-professional and research positions for I-Os [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

I-Os often assume that there are only 2 career paths: academic (i.e., lecturer or professor) or applied (i.e., consultant or applied researcher). Recently, there has been growing interest in a third path of academic professional positions, where individuals work within academia yet function as a practitioner, applying I-O training and expertise to an academic environment. This panel features 6 such individuals to discuss specific career areas such as institutional research and leadership development, and to provide advice for attendees seeking careers in these areas.

Gender in the Workplace: Are the Dynamics Changing? (Symposium - 197250)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall L

Authors: Bowker, J. (Co-Chair) & Kozlowski, S. (Co-Chair), (2024). Gender in the workplace: Are the dynamics changing? [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Melin, J. L. & Merluzzi, J. (2024). Changes in Hiring Discrimination Against Stay-at-Home Fathers During the COVID-19 Pandemic: Evidence from Online Field Experiments, 2019-2021.

Livne-Tarandach, R., Pychlauer, S., Grotto, A., & Arora, P. (2024). Unpacking the Social Consequences of Compassion at Work: Differential Effects of Gender and Compassion Type on Leadership Emergence.

Sawyer, K., Martin, U., & Ormiston, M. (2024). Female Executives' Experiences of and Responses to Sexism at Work.

The lack of women in high positions of leadership continues to be a phenomenon of interest for organizational psychologists. This phenomenon is typically studied with the guise of role theories; however, shifts in societal perceptions may be making these theories outdated. The papers presented in this symposium explore the evolving landscape of gender in professional settings.

Future of Performance Prediction and Evaluation: Artificial Intelligence and Big Data (Symposium - 197956)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall MN

The use of artificial intelligence and big data in organizational research continues to grow. This symposium highlights ways in which researchers and organizations have applied these methods to employee selection and performance management.

The Present and Future of Recruitment in a Complex and Evolving Societal Context (Panel Discussion - 196995)

10:30 AM – 11:20 AM | Location: Swissotel Montreux 1

Authors: Allen, D.G. (Chair), Hebl, M., McKay, P., Slaughter, J.E., & Song, Y. (2024). The present and future of recruitment in a complex and evolving societal context [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Organizations must continuously attract the right talent in the face of changing applicant demographics, evolving employee preferences, dramatic social changes, and increasing political polarization. Authors plan to convene an accomplished and diverse panel, including 4 SIOP Fellows, to facilitate discussion and research on 4 primary topics: targeted recruitment of racial-ethnic minorities; recruiting women; recruiting in a politically divided age; and recruitment in the current and evolving societal context.

Igniting SIOP's Top Workplace Trends With I-O Thought Leaders (Ignite - 197900)

10:30 AM – 11:20 AM | Location: Swissotel Montreux 2/3

Authors: Haas, J. B., Erickson, J., & Seyfang, E. (2024). Igniting SIOP's Top Workplace Trends with I-O Thought Leaders [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Five panelists consisting of SIOP's 2023 Workplace Trend Champions will bring the SIOP 2023 Top Workplace Trends list to life in this high-energy IGNITE session. The session will focus on the evolution of the trend over the year, what we know, what we do not know, and where we should be heading for I-O psychology to be at the forefront of workplace issues and be seen as a trusted authority as it relates to these trends.

Poster Sessions: Testing

10:30 AM – 11:20 AM

POSTER SESSIONS

Development and Validation of a Measure of Thinking-in-Time in Army Officers (Poster - 196935)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Anderson, A.J., Taylor, R.E., Bartholomew, C., Kaminski, N., Vega, R.P., Xie, J., Ejiogu, K.C., & Stothart, C. (2024). Development and Validation of a Measure of Thinking-in-Time in Army Officers. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Organizational leaders must be proficient at a variety of cognitive skills to navigate complex and ambiguous situations. Authors developed and validated a multimethod assessment of an understudied complex cognitive skill, thinking-in-time. Based on results of a literature review, workshop, and subject matter expert interviews, they developed an operational definition and an assessment of thinking-in-time among Army officers that included self-report items and situational judgment test items. Results indicated good model fit and evidence of construct validity for the self-report measure.

The Impact of Asynchronous Video Interview Design Features on Evaluator Ratings (Poster - 196973)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Ray, E. J. (2024). The Impact of Asynchronous Video Interview Design Features on Evaluator Ratings [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Technological advances have transformed job interviews, notably through asynchronous video interviews (AVIs). However, most research has focused on applicant reactions, neglecting how evaluators interact with AVIs. This study explored how interview evaluation ratings vary based on design features like multiple takes and preparation time. Results show significant differences among study conditions and an interaction effect of these design features on interview response ratings. However, these design elements did not affect competency or hireability ratings assessed postinterview.

Artificial Language Tests and Other Predictors of Foreign Language Training Success (Poster - 197136)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Burtnick, S.K., Cucina, J.M., Carre, J.R., De la Flor Musso, M.E., Bryant, L.P., Wilson, K.J., Malik, L.M., Votraw, L.M., & Petro, J.M. (2024). Artificial language tests and other predictors of foreign language training success. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Many employers offer on-the-job foreign language training programs to their employees. It is beneficial to identify which employees are most likely to learn a foreign language successfully. Authors examined bivariate and incremental validity of specific mental abilities (e.g., artificial-language learning ability, memory, first-language writing skills, and logical reasoning) for Spanish-language acquisition. Cognitive ability tests (esp. artificial language and writing tests) were good predictors of Spanish-language acquisition; however, validity is mainly attributed to general mental ability.

Natural Language Processing Dictionaries of Competencies and Personality Traits for P (Poster - 197191)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Campion, M. A., Campion, E. D., & Fogel, M. H. (2024). Natural Language Processing Dictionaries of Competencies and Personality Traits for Personnel Selection [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Study shows how natural language processing (NLP) word dictionaries can be used to measure job-related competencies and personality traits for personnel selection. They apply dictionaries to text responses in interviews and applications to predict hiring ratings and job performance based on 6 studies of 12 samples, including experimental and operational selection settings, concurrent and predictive designs, and a wide range of occupations. Results show strong validity and no diversity subgroup differences. Dictionaries are a simple form of NLP accessible to I-Os with normal statistical skills.

The Use of Large-Scale Complex Microworlds in Personnel Selection (Poster - 197377)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Teyssier-Roberge, G., & Tremblay, S. (2024).

Authors investigate the suitability of a microworld simulation of complex problem solving (CPS), a type of game-based assessment that mimics the dynamics of decision making in the real world through complex situations, as a tool for personnel selection. After completing either Democracy (D3; i.e., a political game) or Ecopolity (i.e., a simulation of society's management), a sample of 48 participants completed a user acceptance questionnaire. CPS performance was very low for both D3 and Ecopolity; nonetheless, the distribution of scores could provide a discriminating evaluation of CPS.

Integrating Ensemble Machine Learning Methods to Improve Selection Decisions (Poster - 197387)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Lee, J., Voss, N. M., Giordano, F. B., Stoffregen, S. A., Chlevin-Thiele, C., Warren, C., & Klos, L. S. (2024). Integrating ensemble machine learning methods to improve selection decisions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although machine learning (ML) is increasingly being used to inform hiring decisions, different ML methods may yield inconsistent hiring recommendations. In this study, the predictive accuracy and number of controversial hires (applicants recommended by one method but not another) were compared across several ensemble methods and an integrative solution (which combines ML predictions). The results showed that ensemble methods are not fully consistent, but integrating ensemble predictions can reduce the number of controversial hires. These results can be used to better leverage ML for hiring.

The Effect of Test Preparation on the Predictive Validity of Admission Test Scores (Poster - 197404)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Zhou, Y., Griebie, A. M., Sackett, P. R., Kuncel, N. R., & Meredith, L. (2024). The effect of test preparation on the predictive validity of admission test scores [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Given the importance of standardized test scores on admission decisions, the predictive validity and fairness of test scores are of great concern. However, no study so far has examined the effect of coaching on the predictive validity of test scores in a field setting with real academic outcomes. In this study, authors looked at this issue with student performance in an introductory psychology class and found no significant effect of coaching on test scores' prediction of the cognitive course components (i.e., exam and quiz scores).

Development of a Logical Reasoning Test for Selection of Intelligence Specialists (Poster - 197409)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Ahmed, S. F. & Bayless, J. A. (2024). Development of a Logical Reasoning Test for Selection of Intelligence Specialists [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A logical reasoning assessment was developed as part of a battery for selecting intelligence research specialists (IRSs) at a federal law enforcement agency. Eighty-six items were developed using the Simpson and Nester (2014) taxonomy. After subject matter expert review, the items were piloted with a sample of 134 IRS incumbents across the United States. Final analyses resulted in 2 equivalent test forms of 25 items of which 17 were classified as deductive reasoning, and 8 were classified as inductive reasoning. Implications are discussed.

Investigating Order Effects in Presentation of MFC Personality Items (Poster - 197411)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Cheng, V., Zhou, S., & Lee, P. (2024). What are you comparing it to? Investigating order effects in presentation of multidimensional forced choice personality items [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recent work questioned the impact of multidimensional forced choice (MFC) test design elements. Authors examined the potential order effects on MFC items within blocks on scoring and validity (i.e., convergent and criterion-related using a 2-group experimental design completing 3 different MFC measure designs (i.e., Conscientiousness first, Neuroticism first, and random). Evidence of order effects was not found for factor scores or convergent validity, but order effects exist with criterion-related validity. This work provides guidelines for the maximization of MFC psychometric properties.

An Updated Meta-Analysis on Situation Judgment Test Validity (Poster - 197496)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Lievens, F., Ng, J. W. X., Zhou, Y., *Tian, Y., *Xi, L., & Sackett, P. R. (2024). An Updated Meta-Analysis on Situation Judgment Test Validity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. * denotes authors contributing equally.

Authors conducted an updated meta-analysis on the nomological and criterion-related validity of situational judgment tests (SJTs). Results support the conclusions in McDaniel et al. (2007) that SJT scores correlate moderately with job performance ($r = .23$), cognitive ability ($r = .13$), and personality measures (highest $r = .18$). The instruction format effect is in the expected direction. There were stronger correlations between SJTs and personality and cognitive ability in incumbent than in college student samples, whereas the opposite was true for SJTs' correlation with job performance.

Put on Your Blinders: Could Transcription Eliminate Gender Bias in Interviews? (Poster - 197649)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Pyram, R. H., Eichenauer, C. J., Ryan, A. M., Frintrup, A., & Funk, A. L. (2024). Put On Your Blinders: Could Transcription Eliminate Gender Bias in Interviews? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

As selection procedures become increasingly technologically advanced, it is crucial to evaluate potential sources of bias in these methods. This study examined whether indirect references to candidate gender in transcribed interview responses affected hiring evaluations. Results indicated no differences in evaluation by candidate gender, except when evaluating assertiveness and rating competence, where male candidates were scored higher. Thus, though concealing direct references to candidate gender may decrease gender bias, gender stereotypes may still factor into hiring evaluations.

Examining Personality Assessment Fairness Across Gender and Sexual Orientation (Poster - 197727)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Rush, R. A., Dabdoub, A., & Muller, L. (2024). Examining personality assessment fairness across gender and sexual orientation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors explored assessment score equivalency between men and women and between heterosexuals and sexually stigmatized groups (i.e., gay men, lesbian women, and bisexual peoples) for the Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), and Motives, Values, Preferences Inventory (MVPI). Results show there are no practically meaningful item-level differences on the HPI, HDS, or MVPI, and that all scales function fairly across the identities examined. The results suggest that the Hogan personality assessments do not operate differently for minoritized groups.

Evaluation of Short Attention Tests for Selecting Navy Air Traffic Controllers (Poster - 197758)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Coyne, J. T., Draheim, C., Sibley, C., Foroughi, C., Strong, K., NeSmith, R., Burgoyne, A., & Engle, R. (2024). Evaluation of Short Attention Tests for Selecting Navy Air Traffic Controllers. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recent studies have shown individual differences in attention control predict behavior in a wide range of real-world settings. Here, authors evaluated whether 3-minute attention control tasks could predict training outcomes among air traffic controllers in the U.S. Navy. Attention control predicted school grades, number of setbacks, and attrition above and beyond the Armed Services Vocational Aptitude Battery, the primary test currently used for qualification. The results demonstrate that short attention tests can be a valuable tool for personnel selection in military settings.

Social Entrepreneurs Everywhere? Biases in Self-Reports of Social Entrepreneurship (Poster - 197763)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Heinemann, H., Weldert, M. & Schäpers, P. (2024). Social Entrepreneurs Everywhere? Biases in Self-Reports of Social Entrepreneurship [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Many studies investigating social entrepreneurship make use of self-classifications to identify social entrepreneurs, which is problematic due to their questionable reliability and validity. Examining a popular self-classification of social entrepreneurship, little evidence was found for reliability and construct-related validity. The association between self-ratings and a content analysis website rating was low ($r = .15$), interrater reliability with peer ratings was not substantial (Cohen's $\kappa = -.13$). As a possible explanation, authors examined influences of biased responding on self-reports.

False Negative Index: How to Identify False Negatives in the Hiring Process (Poster - 197840)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Danna, G. C., Besl, A. N., Harvel, J. L.*, Simonet, D. V.*, Ye, X.*, Mitra, RD., & Boyce, A. S. (2024). False Negative Index: How to Identify False Negatives in the Hiring Process [Poster]. Society for Industrial-Organizational Psychology Annual Conference, Chicago, IL, United States. *indicates equal authorship order

A perfect selection system minimizes 2 error types: hiring individuals who fail (false positives) and missing those who would have excelled (false negatives). Companies tend to focus on minimizing false positives because they are easily identified from performance data but fail to consider those screened for the wrong reasons. To fill this blind spot, authors introduce a False Negative Index (FNI) index to identify candidates who would have likely been strong performers if hired. They describe the index development, validation, and opportunities it presents to better inform hiring decisions.

The Errors Tour: The Era of User Engagement Effects on AI Interview Validity (Poster - 197969)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Gregg, E., Sylvara, A., & Sun, T. (2024). The errors tour: The era of user engagement effects on AI interview validity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examines the effects of user engagement on the AI personality interview validity performance (characterized as the discrepancy between self-reported questionnaire-derived and machine-inferred personality scores). Authors assessed the influence of user engagement by calculating various distance metrics and then regressing those distance metrics on user engagement variables. Findings indicated that generally user engagement did not significantly account for the differences between self-reported and machine-inferred personality scores, except for extroversion and conscientiousness.

A Comparison of the Criterion-Related Validity of College Degrees Versus Assessments (Poster - 197974)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Cucina, J.M., Burtneck, S.K., Bryant, L.P., Joseph, S.M., Carre, J.R., Petro, J.M., McKean, S.R., Connors, C.D., Byle, K.A., & Votraw, L.M. (2024). A Comparison of the Criterion-Related Validity of College Degrees versus Assessments. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

There has been recent debate regarding the usefulness of college degrees for many jobs, including law enforcement officers (LEOs). This study examines the criterion-related validity of holding a college degree and compare it to that from traditional I-O selection tests. Using 5 archival LEO validation datasets, authors found that college degrees had either nonsignificant or significant and small relationships with job and training performance and that traditional I-O selection tests added substantial incremental validity over college degrees but not vice versa.

Revisiting Indifference of the Indicator: Group Differences Across Test Composites (Poster - 198086)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Bazian, I. M., Lee, S. D., Kuncel, N. R., & Sackett, P. R. (2024). Revisiting indifference of the indicator: Group differences across test composites [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examine how different composites of cognitively loaded tests can vary in terms of gender and race/ethnic mean score differences, despite having very similar correlations with general intelligence. Overreliance on the common convention in our field that virtually any composite of 3 or more specific cognitive tests will result in a robust measure of general intelligence may lead to inconsistent inferences about the nature of subgroup differences in intelligence. They discuss considerations that may aid in assembling test composites that better capture true subgroup differences.

Evaluating Machine Learning Methods to Predict Turnover: Modeling Imbalanced Criteria (Poster - 198096)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Shewach, O., Ingels, D., Dahlke, J., Putka, D., & Ingerick, M. (2024). Evaluating machine learning methods to predict turnover: Modeling imbalanced criteria [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Predicting an imbalanced binary event such as employee turnover presents a multitude of analytic challenges. In this study, authors (a) organize a typology of machine learning techniques available to address imbalanced classification (i.e., binary criterion departing from 50–50 split) and identify “best-bet” techniques, and (b) evaluate these techniques via simulation, using data with characteristics relevant to applied I-O use cases. Failing to use resampling methods can produce models that substantially underperform models that are trained with resampling.

The Effect of Job Interview Question Type on Faking and Applicant Reactions (Poster - 198146)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Canagasuriam, Damian & Roulin, Nicolas (2024). The effect of job interview question type on faking and applicant reactions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study provides the first comparative examination of the 4 “better” job interview question types in terms of interview faking and applicant reactions. Overall, the study finds that question type has small effects on faking and applicant reactions. Specifically, situational and job knowledge questions were associated with less faking than behavioral and background questions. In addition, background questions were associated with poor affective, utility, and procedural justice reactions, particularly compared to situational questions.

A Randomized Trial of Adjustments to AVIs for Autistic Candidates (Poster - 198152)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Benson, A., Willis, C., Colley, K., Prasad, J., Powel-Rudy, T. (2024). A Randomized Trial of Adjustments to AVIs for Autistic Candidates. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Traditional hiring practices pose barriers for autistic job seekers. Tech-driven solutions like AI-powered asynchronous video interviews (AVIs) may offer opportunities in addressing autism-related unemployment. This study builds on past research, comparing autistic and neurotypical candidates in AI-scored AVIs. Authors explore if simple AVI adjustments, like providing extra preparation time or detailed instructions, bridge the scoring gap. Early trends suggest additional time has limited impact, even a disadvantage, whereas detailed instructions improve scores.

Trends in Workplace Discrimination Claims and Outcomes: A Systematic Review (Poster - 198159)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Nelson, H., Curtis, E., Daulton, M., Simpson, A., Davy, A., Fults, A., & Chen, X. (2024). Trends in Workplace Discrimination Claims and Outcomes: A Systematic Review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago IL, United States.

Authors conducted a systematic review on a total of 946 lawsuits filed under Equal Employment Opportunity (EEO) laws and statutes from 2020 to 2022 to observe several emerging trends in EEO lawsuits and the claims filed with them. They also identified 5 types of issues that lead to employees' unsuccessful litigation outcomes in pursuing EEO justice. At the end, recommendations aiming to assist adversely affected employees to achieve more favorable results in legal proceedings are provided.

The Use of Machine Learning to Evaluate Personal Competencies in Resumes (Poster - 198331)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Bakhos, T., Danilochkina, A., Daoud, H., Daoues, C., Eliasdóttir, Á., Ghagare, P., Green, J. P., Kamel, A., Narog, J., Parsai, A., Pate, J. K., Pathan, S. K., Stewart, R. W., Wilson, M., & Boyce, A. S. (2024). The Use of Machine Learning to Evaluate Personal Competencies in Resumes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors present a new approach that uses machine learning (ML) to predict personal competencies (PCs) for applicants based on their resumes. Model training approach does not rely on human ratings of PCs, as such efforts can be costly and time consuming. Rather, the ML model, the PC Evaluator, was trained using historical interview outcomes and job analysis data, along with a fairness penalty to minimize subgroup differences. PC Evaluator provides a novel approach to quickly, systematically, and fairly evaluate and score applicant resumes on interpretable competencies across a range of jobs.

The Unique Contribution of Credit Information in the Selection Process (Poster - 198346)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Matsumoto, M., McCarthy, P., Frame, M., & Mostafa, Z. (2024). The Unique Contribution of Credit Information in the Selection Process. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The purpose of this study was to determine if credit information provided a unique contribution to selection decisions beyond other predictors, such as criminal records, education, previous experience, or background checks. Ordinal logistic regression analyses and likelihood ratio tests compared 2 models: 1 without credit information (Model 1) and 1 with credit information (Model 2). Significance tests with regression coefficient estimates indicated that poor credit history had a unique negative influence on selection decisions.

The Effect of Device-Type on Cognitive UIT Mean Scores, and Psychometric Properties (Poster - 198357)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Mazza, N., Park, B., Williams, A. S., Traylor, Z., Edwards, B. D., & Arthur, W., Jr. (2024). The effect of device-type on cognitive UIT mean scores, and psychometric properties [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the effect of self-selected device-type on cognitive ability test scores and their psychometric properties in a sample that is homogeneous in terms of job complexity and educational attainment. In line with Brown et al.'s (2021) findings, no mean differences were found between the mobile and non-mobile device users. Pertaining to psychometric properties, validity results were mixed. Future research should use a larger sample size to increase the number of mobile users and replicate the results of the present study.

Understanding Candidate Motivations in Elite Military Selection: A NLP Approach (Poster - 198358)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Coombs, A.K. & Hauenstein, N.M.A. (2024). Understanding Candidate Motivations in Elite Military Selection: A NLP Approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Elite military selection programs have high attrition rates from candidates' self-selection from the competitive process, suggesting that candidate motivations as well as abilities are important for success. This study applies natural language processing (NLP) latent profile analysis (LPA) to candidates' open-response answers to entry surveys asking what factors influenced their pursuit of this selection program and their goals in the organization. Results indicate that NLP LPA can help understand candidate motivations and aid recruiting.

Examining the Effects of Experience on a Biodata Instrument's Predictive Validity (Poster - 198400)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Goldman, C. B., Levey, Z. J., Walmsley, P. T., DeCesare, A., & Thibodeaux, H. F. (2024). Examining the effects of experience on a biodata instrument's predictive validity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined whether respondents' level of experience influenced a biodata assessment's predictive validity. Using data from a large-scale concurrent validation database, they first used cluster analysis to identify groups of varying experience levels. Next, they analyzed predictive validity for each group using a series of random forest regressions. Results indicated slightly stronger validity for less experienced applicants. Item content driving the prediction differed by group, with prediction of high experience applicants depending more on metaperceptions of prior work behavior.

Global Trends in Mobile Device Usage for Assessments (Poster - 198546)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Schäke, J., Sziedell, N., Wendel, M., and McClure Johnson, T.K. (2024). Global Trends in Mobile Device Usage for Assessments. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using high-stakes assessment data, this study provides a current look at mobile device usage over the past 7 years. A total of 45,678,207 test completions from candidates in 243 countries were used to study trends in mobile device usage. Differences on gender, age, level of position, region and assessment type were investigated. Findings suggested that mobile device usage has been increasing over the years and stabilized since 2020. As female and younger candidates were more likely to use mobile devices, mobile assessments can help increase applicant pool diversity and support DEI initiatives.

Does Trait Relevance Moderate the Personality–Job Performance Relationship? (Poster - 198661)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Mazza, N., Neuman, M., Park, B., Schulte, B. D., & Arthur, W., Jr. (2024). Does trait relevance moderate the personality-job performance relationship? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This preliminary meta-analysis examined the extent to which trait relevance moderates the relationship between personality (specifically openness to experience) and job performance. Trait relevance was measured using (a) O*NET work styles ratings and (b) ratings by subject-matter experts (SMEs) at the global and facet levels of the trait. The results varied depending on the operationalization of relevance. Whereas the SME ratings consistently displayed higher validities for relevant jobs compared to irrelevant jobs, the O*NET work styles ratings showed a mixed pattern of results.

What's in a Word? The Impact of SJT Action Sentiment on Responding Behavior (Poster - 198677)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Pawirosetiko, J. S., & Perrotta, J. (2024). What's in a word?: The impact of SJT action sentiment on responding behavior [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL United States.

Situational judgment tests (SJTs) are widely used yet continue to mystify academics and practitioners alike. Research suggests that the emotionality of words impacts what is recalled and how questions are answered. Little is known about the impact of the emotionality of the words used in SJTs. Authors investigated the impact of SJT action sentiment on responding behavior. Actions with higher negative sentiment produced biases in average ratings of effectiveness and variability in responding. SJT developers should more closely evaluate the descriptive language they use when developing SJTs.

Selecting for Learning Agility: Validation of a Personality-Based Measure (Poster - 198760)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Doremus-Wessels, J. A., & McClure Johnson, T. K. (2023). Selecting for Learning Agility: Validation of a Personality-based Measure [Poster].

Although self-report learning agility measures have been shown to predict leadership effectiveness and success, they are often criticized for being easy to fake. The current study sought to extend learning agility research by developing and validating a personality-based measure of learning agility. Results support the construct validity of the new learning agility measure.

Tech Meets Tech: Applying Automated Item Generation to Technology Certification Exams (Poster - 198782)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Dresden, B., VanKrevelen, S. V., & Hurtz, G. M. (2024). Tech meets tech: Applying automated item generation to technology certification exams [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Developing multiple-choice items for high stakes testing is a resource intensive process and lacks scalability. Automated item generation (AIG) is an alternative to traditional item writing where SMEs translate their implicit knowledge of a content domain into item models with variable elements, and templates are developed to generate multiple (hopefully equivalent) variants of items. Across 12 templates authors found 2 produced equivalent item variants, and others showed promise for at least generating clusters of variants with predictably different difficulties.

AI Beyond Prehire: Academic and Professional Perspectives on its Ethical Use (Alternative Presentation - 198254)

10:30 AM – 11:20 AM | Location: Swissotel Vevey 1/2

Authors: Cannata, D. (Chair), Justenhoven, R. (Chair), Woo, S. E., (Panelist), Sun, T., (Panelist), Min, H., (panelist), Schwendeman, M. (Panelist), Sendra, C. (Panelist), & Zhu, Y. E. (Panelist) (2024). Artificial Intelligence in the workplace: Academic and Professional perspectives on the ethical use of AI with the workforce beyond candidate pre-hire assessment. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This alternative session entails a dialogue between high-profile academics and practitioners regarding the impact and use of artificial intelligence in workplace contexts. Drawing from cutting-edge and expert knowledge, panelists will examine the potential of AI in HR business processes, employee experience, and coaching and development applications. This will be followed by a Q&A session centered on the risks and challenges associated with AI in work settings, before both academic and practitioner perspectives are shared with respect to future paths and opportunities for collaboration.

chatgpt, make a catchy title about using generative ai in assessments (Symposium - 196502)

10:30 AM – 11:20 AM | Location: Swissotel Vevey 3/4

Authors: Huynh, C. (Chair) & Putka, D. (Discussant). (2024). ChatGPT, make a catchy title about using generative AI in assessments [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Huynh, C. & Hauenstein, N. (2024). Using generative AI for idea generation of SJT items. Kim, E., Elfeki Y., Hauenstein, N., & Hernandez, I. (2024). Advancing assessment: DEI and leadership item generation using generative AI. Wang, J., Huang, L., Roper, Z., Ellingsen, V. J., Behrend, T. S., & Landers, R. N. (2024). AI as an expert in selection.

The recent advances in generative artificial intelligence (AI) have sparked interest and created questions regarding how it should be used in organizations. Among its myriad applications, generative AI shows immense promise in enhancing different facets of the assessment domain. This symposium presents a collection of projects, each offering valuable insights into the effective utilization of generative AI in the assessment development process and providing insights on the strengths and weaknesses of using generative AI.

Diversity Training Research: Extending Outcomes With Transfer and Leadership Impact (Symposium - 197268)

10:30 AM – 11:20 AM | Location: Zoom Room 1

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Fisher, S. L. (Chair) & King, E. (Discussant). (2024). Diversity Training Research: Extending Outcomes through Transfer and Leadership Impact [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. Nag, D., Jones, K. P., Lindsey, A. P., & Ruggs, E. N. (2024). Power to Her: Perceived Leadership Support for Combating Sexual Harassment at Work. Rokos, C., Fisher, S. L., & Khapova, S. N. (2024). Transfer of Intercultural Competence Training from University to Employment. Veli Korkmaz, A. A., van Engen, M., Decuyper, A., Knappert, L. & Schalk, R. (2024). Facilitating Inclusive Leadership Development to Enhance Employee Well-being.

Diversity training has become a means to promote effective DEI practices in organizations. This symposium examines a range of potential training outcomes from programs addressing inclusive leadership, intercultural competence, and sexual harassment. Training outcomes are conceptualized as leader behaviors affecting engagement, signals of corporate values affecting harassment reporting behaviors, and long-term behavioral trajectories. The papers in this session contribute to the field by advancing the discussion on diversity, transfer, and applying longitudinal and multimethod approaches.

Leadership Potential in Posthire Applications: Models, Tools, and Best Practice (Panel Discussion - 197421)

10:30 AM – 11:20 AM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Lanik, M., Betts, M. J., Bromley, T. W., Brown, M., Erker, S. C., Mugayar-Baldocchi, M., & Schrah, G. (2024). Leadership potential in post-hire applications: Models, tools, and best practice [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recent economic challenges instigated a renewed interest in leadership potential, especially in posthire applications that have been historically plagued by opinions, gut checks, and bias. Desiring more data-driven personnel decisions, many organizations are implementing evidence-based models of leadership potential. To help practitioners navigate this complex space, authors will discuss popular models of leadership potential on the market, the research evidence behind them, and best practice in implementing these tools in high-potential identification, talent reviews, and succession planning.

Equitable Design in Assessment Space: Best Practice, the Reality, and Challenges (Panel Discussion - 197239)

10:30 AM – 11:20 AM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Schuchinsky, M. (Chair), Abel, F. (Panelist), Allen, K. (Panelist), Clifton, S. (Panelist), Englund, M. (Panelist), Jenerson, E. S. (Panelist), & Noble, S. M. (Panelist) (2024). Equitable Design in Assessment Space: Best Practice, The Reality, and Challenges [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session brings together global perspectives on equitable design best practices and reality in the assessment space. Coming from various international psychometric assessment publishers, panelists are experts in developing assessments that are fair, accessible, and lead to equitable outcomes. The panelists will engage in a lively discussion on equitable design best practices and the associated challenges, beyond the universal design standards, for truly inclusive assessments.

A Lesson From the Past: Implementing DEIA in Today's Workplace (Panel Discussion - 198128)

10:30 AM – 11:20 AM | Location: Swissotel Zurich AB

Authors: Perkins, L.A. (co-chair), Ullah, H. (co-chair), Cottman, J.G., Bruce, T., Cox, G., Praslova, L.N., Hoesman, S., & Reid, A. (2024). A lesson from the past: Implementing DEIA in today's workplace. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The session seeks to facilitate a discussion highlighting lessons learned to implement DEIA strategies in today's workplaces. The panelists' collective experience includes academic research, senior leadership roles within Fortune 500 companies, and consulting expertise with numerous public and private sector organizations. The panelists will provide diverse perspectives on navigating the challenges and nuances, and provide practical strategies to empower DEIA practitioners to assist clients and stakeholders remain steadfast in their commitment to DEIA work.

Low Hanging Fruit for High Research ROI? Mentoring Undergraduate Research Assistants (Alternative Presentation - 197870)

10:30 AM – 11:20 AM | Location: Swissotel Zurich C

Faculty and graduate students are often encouraged to work with undergraduate research assistants, yet few are trained to do so. Using research and practice from IO psych, social psych, and pedagogy, panelists will discuss tips, tricks and resources that have helped them to meet both their research goals and the goals of their URAs. Following a panel discussion, panelists will lead small group discussions on more specific topics related to URA mentoring.

Resources: https://drive.google.com/drive/u/2/folders/1vfUyeBfWWfVcnAH_h7kuV21b09iuWo-

Transit and Truck Drivers' Shiftwork, Sleep, and Health (Symposium - 198177)

10:30 AM – 11:20 AM | Location: Swissotel Zurich D

Authors: Olson, R. (Chair) (2024). Transit and truck drivers' shiftwork, sleep, and health [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Stoffregen, S., Bauer, T., Wipfli, B., Anger, W.K., Bodner, T., Graven, P., Rice, S.P.M., and Olson, R. (2024). New bus operators' occupational backgrounds and health risk profiles. Rice, S.P.M., Buxton, O., and Hery, C., and Olson, R. (2024). The impact of sleep regularity on truck drivers' body weight management. Olson, R., Graven, P., McHill, A., Rice, S.P.M., and Stoffregen (2024). Does early morning shiftwork increase job turnover among new bus operators?

Commercial drivers experience excess risk for a range of health conditions, which may be explained in part by exposure to shiftwork schedules. This symposium reports research findings that may help employers protect and support commercial drivers' health and job success. Factors investigated include the occupational backgrounds and health risk profiles of new bus operators, the impact of sleep consistency on health program outcomes among truck drivers, and the potential relationship between early morning shiftwork and job turnover among new bus operators.

Broadening Insights on the LGBTQ+ Work-Life Interface (Symposium - 197286)

10:30 AM – 11:20 AM | Location: Swissotel Zurich EF

Authors: Gardner, D. M. (Chair) (2024). Broadening insights on the LGBTQ+ work-life interface. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Regina, J. & Allen, T. D. (2024). Work-family integration among those in same gender presenting romantic relationships. Salter, N. P., Martinez, L. R., Henry, C., Martinez, E., & Luo, Z. (2024). Gay "mothers" and lesbian "daddies": Stereotypes punish feminine employees who take family leave. West, D., Gardner, D. M., & Prasad, J. J. (2024). Alignment in work & life disclosure as predictive of LGBT wellbeing. Perpich, R. A., Fisher, G. G., & Gardner, D. M. (2024). Investigating the relationship between LGBTQ+ supportive practices and LGBTQ+ work-life balance.

Historically, work-life research has endorsed a narrow conceptualization of family not fully representative of LGBTQ+ employees; this limited consideration of identity presents a notable threat to the applicability of findings, given unique obstacles faced by minority employees not appropriately accounted or reported in the literature. The purpose of this session is to highlight 4 papers supporting the expansion of the work-life domain toward greater inclusion of LGBTQ+ workers, adopting varying methodologies toward triangulated conclusions about the LGBTQ+ work-life interface.

COI: What Is Human? Exploring the Interconnection of Humans and AI (Community of Interest - 199552)

10:30 AM – 11:20 AM | Location: Swissotel Zurich G

Authors: Harris-Watson, A.M., Landers, R.N., & Jankovic, R.J., (2024). Community of Interest: What is human? Exploring the interconnection of humans and AI [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The nature of AI's impact on work is rapidly evolving. I-Os frequently cite human judgment, creativity, and emotions as being irreplaceable. However, generative AI blurs lines between human creation and AI generation. This COI is a chance to hear from the speakers about their experience with AI, their views on the current AI workplace landscape, and to reflect on how I-Os may influence AI at work. Speakers will explore the interconnections of AI and humans at work, including what is best left to humans, what should be shifted to AI, and/or what AI and human collaboration might look like.

Midday Break (Exhibit Hall Closed)

11:30 AM – 1:00 PM

BREAKFAST/COFFEE/LUNCH BREAKS

Please take this time to eat, recharge, meet with colleagues, catch up on work, etc. The Exhibit Hall will be closed during lunch. Options for lunch (tagged by various dietary needs) can be found in the printed Onsite Guide (page 21) as well as at [this link](#) (curated by Christopher Wiese).

Know your I/O Lingo? Win at Virtual Bingo!

12:00 PM – 12:50 PM | Location: Virtual

EVENTS AND RECEPTIONS

VIRTUAL LIVE SESSIONS

Feeling lucky? Want to win a prize? Join us for a fun virtual event where you'll get to combine your love and knowledge of I/O psychology with the excitement of bingo!

The Future of Talent Analytics (Partner Showcase)

1:00 PM – 1:50 PM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: Sigma Squared

With advancements in AI and machine learning, and a healthy dose of economics, companies can leverage real-time employee data to achieve data-driven talent optimization and fundamentally transform productivity. Join Dr. Roland G. Fryer, award-winning Harvard economist and founder of Sigma Squared, as he shares how analytics, informed by decades of proven social science, can help companies successfully navigate this transition by investing in robust data infrastructures, building a culture that embraces data-driven decision-making, and focusing on optimization (not benchmarking).

EEOC/OFCCP Practitioners: Biden or Trump 2.0? What to Expect in an Election Year (Panel Discussion - 197718)

1:00 PM – 1:50 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Colosimo, J. (Chair), Aamodt, M. (Panelist), Bayless, J. (Panelist), & Duncan, M. (Panelist). (2024). EEOC/OFCCP Practitioners: Biden or Trump 2.0? What to Expect in an Election Year [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

There is heightened focus on organizations subject to EEOC and OFCCP regulations. This presentation will update the SIOP community on the impact of new regulations, current EEOC and OFCCP enforcement trends with artificial intelligence and EEO law, ramifications from the Supreme Court affirmative action ruling, and potential implications of the U.S. presidential election. The panel of experts includes legal, practitioner, and employer perspectives.

What's nEXt for EX? The Current State and Future Landscape of Employee Experience (Panel Discussion - 197081)

1:00 PM – 1:50 PM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Gibbard, K. (Chair), Mullins, M. W., Adair, C., Huber, A., & Hartling, N. (2024). What's nEXt for EX? Exploring the current state and future landscape of employee experience [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Employee experience (EX) is top of mind for organizations striving to foster a workforce that is engaged, satisfied, and committed. To remain at the forefront of EX practices, it is crucial to identify both where EX is today and to explore the future of EX. In conversation with industry and thought leaders, this session will share original research and cutting-edge EX practices. Specific topics include exploring how the definition of EX is evolving, EX measurement approaches, and strategies for implementing EX practices that are aligned with the future of EX.

Mastering 360° Feedback: A Practitioner's Playbook for Success (Panel Discussion - 197086)

1:00 PM – 1:50 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Walter, C. (chair), Glatzhofer, P., Frizzell, J., Harrison, C., LaBat, L., Lust, E., Studebaker, N., (2024). Mastering 360° Feedback: A Practitioner's Playbook for Success [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Through the lens of practitioners, this session will be focused on discussing common obstacles associated with 360° feedbacks. Panelists will provide tangible strategies for overcoming challenges with eliciting honest and accurate feedback from raters, aiding recipients in reading and interpreting their 360° feedback reports, and identifying when to use benchmark data. Additionally, panelists will provide insight into how they have leveraged 360° feedbacks for personnel decisions and talent management strategies, providing suggestions on how to ensure valid and legally defensible usages.

"Working" in Chicago: Lessons in Storytelling From Studs Terkel (Panel Discussion - 198020)

1:00 PM – 1:50 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Kath, L. M., O'Shea, P. G., Tippins, N. T., & Zickar, M. J. (2024). 'Working' in Chicago: Lessons in storytelling from Studs Terkel. Panel discussion held at the 39th Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Fifty years ago, Studs Terkel chronicled Chicagoans' lives through his masterful book *Working*. The book's vivid, engaging stories reveal subtle, important themes that may have escaped the attention of I-O psychologists. By sharing and reflecting on vignettes that capture 4 such themes—workers' interior lives, the dignity of work, the many pathways to the "truth" about workers, and the contradictions of work—the panel illuminates the power of storytelling and the ways people build meaning and purpose into their working lives through stories.

Advancing Organizational Science With Process Theory, Data, and Analytics (Panel Discussion - 198416)

1:00 PM – 1:50 PM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Chao, G. T. (Chair), Braun, M. T., Grand, J. A., Kozlowski, S. W. J., & Kuljanin, G. (2024). Advancing organizational science with process theory, data, and analytics [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In general, theories and research in I-O psychology have focused on the covariance among constructs (i.e., factors and variables). However, construct theories are limited in their explanation of processes that are characterized by timing, sequencing, and patterns of actions among actors. The purpose of this session is to provide a firm understanding of process theory, process data, and process analytics. After this introduction, the session will address specific questions intended to advance process theorizing and to encourage

researchers to take a process perspective in their own research.

Short, Sweet, and Meaningful: The Power of Single-Item Measures (Alternative Presentation - 197061)

1:00 PM – 1:50 PM | Location: Hyatt Grand Hall H

Authors: Martin Kowal, J. (Chair), Horgen, K. (Chair) (2024). Short, Sweet, and Meaningful: The Power of Single-Item Measures [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Spector, P. E. (2024). Introduction to the Use of Single-Item Measures. Matthews, R. A., Pineault, L., Samo, A. (2024). Applying Single-Item Measures to Examine Leadership Behaviors. Badger Darrow, J., Martin Kowal, J., Horgen, K., Adis, C. (2024). A Single-Item Measure Approach for Organizational Climate Surveys. Andel, S. (2024). Using Single-Item Measures in Industry: A Practical Perspective from Dell Technologies.

This alternative session takes a unique approach to challenge the conventional wisdom that multi-item measures are always superior to single item measures. Expert presenters will cover topics that span academia and industry, such as single item measure reliability, construct validity, predictive validity, and practical implications (e.g., survey fatigue, response rates). The format is designed to engage attendees in a dynamic and collaborative environment, fostering knowledge exchange and the generation of innovative ideas through a breakout session following the presentations.

Invited: Promoting SIOP Volunteer Leadership: Lessons From the trenches (Special Event - 199607)

1:00 PM – 1:50 PM | Location: Hyatt Grand Hall I

Authors: Citera, M., Linnabery, E., Tomassetti, A., Handschin, B., Calderon, R., Sylvan, D., Martin, M. A., Shahani-Denning, C., Forman, J., Burnett, M., Thomas, A., & May, J. (2024). Promoting SIOP Volunteering: Lessons from the trenches [Executive Board Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Volunteerism is the lifeblood of SIOP and local I-O groups that promote the science, practice, and teaching of I-O psychology. Leading volunteer organizations presents its own unique challenges and opportunities, such as how to encourage volunteers to take on responsibility and to become leaders. In this interactive session, authors will use an appreciative inquiry approach to focus on participants' successful experiences to guide discussion and develop best practices. They invite a wide variety of attendees to join the conversation on how they can contribute to SIOP as volunteers or leaders.

Breaking Barriers: Tackling Gender Differences in Selection (Ignite - 198510)

1:00 PM – 1:50 PM | Location: Hyatt Grand Hall J

Authors: Fleyshmakh, D. (Co-Chair), Crowley, L. (Co-Chair), Busse, K. (Co-Chair), Cohen-Charash, Y. (Co-Chair), Griffin, C. (Co-Chair), Bupp, C., Chawla, N., Ng, L.C., Romain, R., & Sutphin, D.J. (2024). Breaking Barriers: Tackling Gender Differences in Selection [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Gender disparities persist in contemporary organizational practices, starting in and continuing throughout the selection process. In this IGNITE panel, authors will highlight the work of academics and practitioners studying these differences and biases. Authors seek to increase awareness and understanding of these issues, with the goal of generating conversation, research, and practices aiming to minimize gender disparities. Presentations range from research on resume creation to hiring and salary decisions, presenting research findings, and offering recommendations for research and practice.

Validity Transportability Today: Same Issues, Different Day? (Panel Discussion - 198511)

1:00 PM – 1:50 PM | Location: Hyatt Grand Hall K

Authors: Allen, A.D. (Co-chair), LoVerde, M. (Co-chair), Abraham, J.D., Weiner, J., Gebhardt, D., & McPhail, S.M. (2024). Validity Transportability Today: Same Issues, Different Day? Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The Uniform Guidelines allow for validity evidence from a test used in one job to be transported to another if there is sufficient similarity between the two. The Principles and Standards also support transporting validity evidence in this way but vary in how they specify requirements for establishing similarity. Although a long-standing practice, there is still limited literature on the topic and professional guidance on conducting transportability studies operationally. Panelists will discuss these issues and how recent developments may impact use of this alternative validation strategy.

When Creativity Hits the Practitioner's Fan: Examining Creativity in Practice (Panel Discussion - 197206)

1:00 PM – 1:50 PM | Location: Hyatt Grand Hall L

Authors: Nei, K. S. (Chair), Landon, L. B., Maliakkal, N., Nusbaum, E., Royston, R., & Simmons, P., (2024). When Creativity Hits the Practitioner's Fan: Examining Creativity in Practice [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Innovation is critical to the success of organizations. For I-O practitioners, this means embedding creativity in talent management practices. In this session, a panel of practitioners will provide commentary on the context for creativity in their organizations while noting challenges and misunderstandings about creativity. Next, they will discuss considerations for selecting and measuring creative talent, training creative employees, and fostering a creative culture in a scalable way using concrete examples from their jobs. Finally, they will consider future opportunities for practitioners.

Avoiding Irrelevance in Hiring: Predicting the Outcomes That Matter (Panel Discussion - 198028)

1:00 PM – 1:50 PM | Location: Hyatt Grand Hall MN

Authors: Gibson, C., Barsa, A., Settler, K., Patel, V., & Andrews, S. (2024). Avoiding irrelevance in hiring: Ensuring your selection process doesn't just predict performance [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Selection is often taught as a standardized process to help organizations identify talent in a fair and legally defensible way. But organizational stakeholders have broadened their expectations of what they expect a modern staffing process to achieve. At many companies, predicting performance may not even be the top outcome stakeholders care about. In this session, authors will discuss some of the criteria I-Os are held accountable for, including retention, diversity, time to offer, and application length.

Recruiting Research and Analytics: Tales From the Field (Alternative Presentation - 198362)

1:00 PM – 1:50 PM | Location: Swissotel Montreux 1

Authors: Besl, A., LaPort, K. (Chair), Le Sante, D., O'Brien, E., Purl, J. (2024). Recruiting Research and Analytics: Tales from the Field [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL United States.

Goals of the session are to (a) share insightful applied research conducted across the recruiting and analytics space and (b) highlight different ways recruiting-focused research teams are structured and approach work within organizations, with special emphasis on contributions outside of traditional interview and assessment development areas. Each presenter will share a research endeavor that informed new directions for recruiting or selection practices within their organizations and will also describe their teams, the projects they take on, and how they use their research to drive action.

In Our Own Backyard: Diversity Science in Academic Work Contexts (Symposium - 197431)

1:00 PM – 1:50 PM | Location: Swissotel Montreux 2/3

Authors: Wessel, J. L. (Co-Chair) & Kuvaeva, A. (Co-Chair) (2024). In our own backyard: Diversity science in academic work contexts [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Nittrouer, C., Nittrouer, J., Dee, S., & Torres, M. (2024). Using allies to expand your network: Recruitment and retention of underrepresented (UR) students in the geosciences? Silver, E. R., Courey, K., Stewart, D., Hebl, M., & Oswald, F. (2024). What does she know?! Gendered effects of challenging and supportive instructor behavior on evaluations of instructor competence. Masters-Waage, T. C., Gu, W., Spitzmueller, C., Lindner, P., Werner, C., Gutierrez, A., & Madera, J. (2024). Association with diversity, equity, and inclusion harms underrepresented minority faculty success in the promotion and tenure process. Kuvaeva, A., White-Lewis, D., O'Meara, K., & Wessel, J. L., (2024). Do DEI efforts count in tenure evaluations? An experiment in two STEM fields. Argueta-Rivera, J., King, E., Alston, C., & Chatman, T. (2024). Understanding the state of diversity and inclusion within engineering research centers.

Many organizations have joined the call to show an authentic commitment to diversity, equity, and inclusion (DEI) efforts, and universities are no exception. Academia may be a unique context, but it is composed of workplaces, organizations, and employees that make organizational diversity science particularly relevant. In this proposed symposium, presenters will discuss 5 studies examining DEI-related issues in various aspects of the academy (tenure decisions, teaching evaluations, research center climates, academic productivity metrics).

Poster Sessions: Family, Justice & Performance

1:00 PM – 1:50 PM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

Perceptions of Work–Life Balance in Latina Emerging Adults (Poster - 197783)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Soulios, C., Castillo-Perez, J.C., Bruk-Lee, V. & Stephens, D. P. (2024). Perceptions of Work-Life Balance in Latina Emerging Adults [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Despite the great amount of research on the process of balancing work and personal life obligations, significant gaps remain to be addressed especially regarding the work–life balance experience of minority groups with intersectional identities. Latina emerging adults are such a group and are important to study given that they are a population forecasted to increase in the job market. This study used qualitative methods to provide insight on how Latinas between the age of 18 and 29 perceive WLB. Analysis indicates that their perceptions may not align with existing cultural scripts.

Development and Validation of an Organizational Justice Measure for Medical Trainees (Poster - 196521)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Cullen, J. M., Zhou, Y., & Sackett, R. P. (2024). Development and Validation of an Organizational Justice Measure for Medical Trainees [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

To develop an instrument to measure medical trainees' perceptions of justice in their clinical learning environments (CLEs). Authors conducted a multiyear, multi-institutional, multiphase study to develop a 16-item measure with 4 dimensions: interpersonal, informational, procedural, and distributive. The results indicated satisfactory factor structure and internal consistency, as well as convergent and discriminant validity of the measure, supporting the use of our measure for understanding trainee perceptions of justice in CLEs and informing targeted interventions.

Achievement Goal Orientation and Employee Creativity: A Meta-Analysis (Poster - 196795)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Nandi, S., & Watts, L. L. (2024). Achievement Goal Orientation and Employee Creativity: A Meta-Analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The authors examined the overall effect sizes for the relationships among 4 types of achievement goal orientation and employee creativity. Findings indicate that, overall, learning goal orientation ($r = .29$) and performance-approach goal orientation ($r = .16$) are significant and positive predictors of employee creativity, whereas performance goal orientation (overall) ($r = .14$) and performance-avoid goal orientation ($r = -.10$) do not significantly predict employee creativity. The significant role of a set of theoretical and methodological moderators is also established.

The Intermediate Role of Employee Reactions to Change: An Empirical Investigation (Poster - 196802)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Dai, G., Harvey, V. S., De Meuse, K., & Ruyle, K. (2024). The Intermediate Role of Employee Reactions to Change: An Empirical Investigation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Investigating how employees perceive and react to change initiatives has important theoretical and practical implications. Existing quantitative research has tended to focus on some aspects of employee reactions to change. Two studies reported in this paper included multiple components of employee reactions to change. It was found that novelty seeking affects 3 cognitive appraisals, which in turn influence affective and behavioral reactions. Affective reactions provided incremental validity over behavioral reactions in predicting supervisory ratings of employee change performance.

Customer-Initiated Illegitimate Tasks and Organization-Directed Citizenship Behavior (Poster - 196893)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Currie, R. A., & Lee, J. (2024). Customer-initiated illegitimate tasks and organization-directed citizenship behavior [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined whether customer-initiated illegitimate tasks (i-tasks) predict organization-directed citizenship behavior (OCB-O) for hospitality workers. Results from a time-lagged survey study supported each of the hypothesized effects; namely a positive effect of customer-initiated unreasonable i-tasks on role ambiguity, a negative effect of customer-initiated unnecessary i-tasks on role ambiguity, a negative effect of role ambiguity on OCB-O, and a mediating effect of role ambiguity on the relationship between both forms of customer-initiated i-tasks and OCB-O.

Workload and Motivation in the Post-COVID Workplace: Is Commitment the Connection? (Poster - 197125)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Krueger, H., Sulzle, K., & Stachowski, A. (2024). Workload and motivation in the post-COVID workplace: Is commitment the connection? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study explores employee motivation on the heels of COVID, with a focus on one potential mediator between perceptions of workload and motivation: organizational commitment. A survey (N = 135) conducted spring of 2023 revealed positive associations among organizational commitment, perceived workload, and workplace motivation. The relationship between perceived workload and workplace motivation, further, was mediated by organizational commitment.

Does Having a Paradox Mindset Lead to Well-Being and Performance? (Poster - 197282)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Palmeri, A., Dai, X., Yang, ZR., Leung, AK., Kung, FYH., & Tay, L. (2024). Does having a Paradox Mindset Lead to Well-Being and Performance? Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research has shown that a paradox mindset (thinking in “both/and” terms, rather than “either/or” ones) helps deal with competing demands. Although past work suggests positive outcomes of paradox mindsets, its mediating mechanisms have not been tested. Authors examine how paradox mindset may lead to both well-being and performance via basic psychological needs in 2 separate studies (753 students; 302 full-time employees). A paradox mindset was associated with greater well-being and performance (both academic and job performance) via psychological needs.

Work Mental Labor: Investigating Mental Labor and its Outcomes Beyond the Home (Poster - 197340)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Stephenson, E., Yeo, G., Fruhen, S., Wee, S., & Benetti, P. (2024). Work Mental Labor: Investigating Mental Labor and its Outcomes Beyond the Home [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Mental labor refers to cognitive work aimed at achieving communal goals that, within a home context, is typically shouldered by women. However, it is likely that this concept also exists at work. This paper investigates work mental labor and its unique impact on work-related outcomes using a mixed-method approach. It finds both work and home mental labor are multidimensional constructs consisting of planning, monitoring, and deciding that are disproportionately performed by women. Unexpectedly, it also suggests that work mental labor is associated with well-being and work-related benefits.

Employees' Daily Activity Patterns and Well-Being: Based on the US Time Use Survey (Poster - 197459)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Zheng, S., Potocnik, K., & Yue Y. (2024). Employees' daily activity patterns and well-being: Based on the US Time Use Survey [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using the American Time Use Survey, authors investigated the shift of activity patterns in terms of with whom and where the activities took place over time. They also explored how the activity patterns shaped the associations between activity duration and well-being among employees' daily activities (including work-related activities, eating and drinking, socializing and communicating, and relaxing and leisure). The activity patterns have changed over the years and the influences of activity patterns on well-being vary across different activity types and survey years.

Making Long Work Hours Work: Exploring the Nonwork Time Sacrifices of Working Parents (Poster - 197566)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Lu, L., Kuykendall, L., Nottingham, A., McEachern, P., Woods, J., Wonders, M., & Ikeda, R. (2024). Making Long Work Hours Work: Exploring the Nonwork Time Sacrifices of Working Parents [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study identified distinct profiles reflecting the sacrifices working parents in the U.S. make to juggle work, family, and personal activities. Using latent profile analysis, 2 key patterns were identified: parents notably sacrificing personal activities and those striving to maintain more of a balance across work, family, and personal domains. Parents who forgo personal activities exhibit higher fatigue and physical symptoms, and reduced life satisfaction. These findings offer insights into working parents' time allocation decisions and the well-being consequences of those decisions.

Was This Part of the Plan? Examining Self-Control, Planning, and Interruptions (Poster - 197666)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Fedele, D. J., Converse, P.D., Soda, L. & Wallace, B. (2024). Was This Part of the Plan? Examining Self-Control, Planning, and Interruptions. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Interruptions are a common and consequential issue for many workers. This study develops and examines a model focusing on frequency and severity of daily workplace interruptions that incorporates trait self-control as an antecedent, planning as a mechanism, and task performance and stress as outcomes. Results indicated that self-control predicts both frequency and severity of interruptions, which negatively impact performance and stress, but did not support planning as a mediator. These findings provide new insights regarding the nature, antecedents, and outcomes of workplace interruptions.

Parents' Work-Life Boundary Management Strategies for Remote Work in the New Normal (Poster - 197771)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Dickson, A. N. (2024). Parents' work-life boundary management strategies for remote work in the new normal [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined how parents' work-life boundary management strategies changed during and after the pandemic while working remotely and how mothers and fathers differ in their strategies. Six themes emerged from semistructured interviews with 16 mothers and 16 fathers. The first 2 themes were mindset shifts parents experienced: knowing your priorities and setting realistic expectations. The final 4 themes were boundary management strategies participants used: turning off technology, sticking to a schedule, designated home office space, and a door-closed policy.

Good Intentions, Bad Outcomes: How Family Motivation Can Lead to Work–Family Conflict (Poster - 197791)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Li, Y. , Du, D., Huang, J. L. & Liang, J. (2024). Good intentions, bad outcomes: How family motivation can lead to work-family conflict [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Family is a strong motivational force for the employees. Challenging the intuitive assumption that family motivation can always bring benefits for families, we draw on the resource drain theory to argue that family motivation can bring work-family conflict through work effort and then results in negative family outcome (i.e., negative spousal interactions). Furthermore, we propose two supportive resources from families (i.e., spouse support) and organizations (i.e., family supportive supervisor behaviors) to buffer the negative resource drain effects. To test our hypotheses, we conducted a three-wave, multi-source survey study involving 297 employee-partner dyads, and the results supported our hypotheses. Our research advances the family motivation and work-family literatures and illustrates the potential negative effects of family motivation on employees' family domain. The theoretical and practical implications of our findings are discussed at the end.

“I’ll Respond When I Return”: How Workgroup Norms Impact Away Messages and Vacations (Poster - 197861)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Kuykendall, L., McEachern, P.J., O'Sullivan, L., Liao, X., & Wu., M. (2024). How Workgroup Availability Norms Impact Signaled Availability & Vacation Experiences. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Evidence-based approaches for promoting recovery from work have primarily targeted the individual employee. This paper highlights how workgroup norms—specifically availability expectations and modeling—reduce employees' signaling of unavailability and impair employees' abilities to detach from work and work-related thoughts during vacation. Results provided support for the effects of the proposed mechanism for availability expectations, highlighting the need to target workgroup norms when aiming to promote recuperative work breaks.

We're Not Done Yet: Investigating Federal Employee Resources in Later Pandemic Stages (Poster - 197878)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Bricka, T. M., Liberman, B., & Hoover, C. (2024). We're Not Done Yet: Investigating Federal Employee Resources in Later Pandemic Stages [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the differential impacts of resources and supports provided to federal employees in the continuing stages of the COVID-19 pandemic. The results of a relative weights analysis, analyzing data from 292,520 federal employees, demonstrated that providing access to expanded leave policies was the strongest predictor of work performance and job satisfaction. Other impactful actions included providing timely communication about possible COVID-19 exposure at work, expanded work schedule flexibilities, and receiving clear guidance on quarantine requirements after COVID-19 exposure.

Advancing Measurement of Supervisor Support for Parental Leave (Poster - 197962)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Billeaud, M. L., Diaz, M. A., Theisen, D., Lamb, N. Z., Smith, G., & Thomas, C. L. (2024). Advancing Measurement of Supervisor Support for Parental Leave. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors review measurement for supervisor support for parental leave. Most parental leave studies examined generalized supervisor support or family supportive supervision, rather than support specific to parental leave. This highlights an important theoretical–empirical misalignment: How supervisors support parental leave matters, but I-Os aren't measuring that in the science. Preliminary evidence is provided that Hammer et al.'s (2009) FSSB scale can be adapted to parental leave support contexts and may be a tool that future research can use to look at parental-leave supervisor support.

Examining the Childcare Outcomes of Employees With Exceptional Care Responsibilities (Poster - 198003)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Liberman, B. E. (2024). Examining the childcare outcomes of employees with exceptional care responsibilities [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study compared the work–life and childcare outcomes for workers with exceptional childcare responsibilities to employees with typical childcare responsibilities. Results revealed that employees with exceptional childcare responsibilities reported greater work–family and family–work conflict, lower levels of childcare arrangement satisfaction and childcare quality, and higher childcare costs.

Work–Family Balance and Life Satisfaction in Dual-Income Couples (Poster - 198051)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Billeaud, M. L., Cobb, H. R., Strasburg, A. E., Veres, M. S., Wathen, K. & Thomas, C. L. (2024). Gender Essentialist Beliefs, Work-Family Balance, and Life Satisfaction Among Dual-Income Couples [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study explored the relationship among relative career priority, work–family balance, and life satisfaction in dual-income couples. Results showed a positive relationship between career priority and work–family balance, which was significant for women but not for men. Additionally, the relationship was stronger for employees with nontraditional views about gender, and there was an indirect effect of career priority on life satisfaction. These findings establish a need for further exploration of dual-income couples' career arrangements and associated outcomes.

Breaking Down Barriers: FSSB's Role in Overcoming Breastfeeding Bias (Poster - 198071)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Guerrero, P. & Arena Jr., D.F., (2024). Breaking Down Barriers: FSSB's Role in Overcoming Breastfeeding Bias [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research has identified the salient maternity biases faced by women at work, often prompting them to quit. Few studies explore factors that can provide resources to women navigating their maternal roles at work. This study examines how family-supportive supervisor behaviors (FSSB) can mitigate breastfeeding stigma, potentially leading to both lower turnover intentions and emotional exhaustion. Collecting data from 215 employed mothers, authors find evidence of the value of FSSB as a crucial resource for working mothers. Findings inform strategies to aid mothers in overcoming maternity biases.

Impact of Organizational Justice and Perceived Leader Integrity on Employee Attitudes (Poster - 198083)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Furrow, E. E. & Brooks, M. E. (2024). Impact of Organizational Justice and Perceived Leader Integrity on Employee Attitudes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors investigate how employee perceptions of organizational justice and leader integrity affect job satisfaction, organizational commitment, and withdrawal intentions. Findings suggest that leader integrity predicts job satisfaction, affective commitment, and withdrawal intentions. Integrity perceptions moderate the relationships between procedural justice and interpersonal justice with job satisfaction, and the relationship between distributive justice and normative commitment: the impact of justice perceptions on employee attitudes is nullified in the presence of low leader integrity.

From Task Conflict to Relationship Conflict: The Moderating Effects of Interpersonal Conflict Management Styles

1:00 PM – 1:50 PM

POSTER SESSIONS

This study aimed to examine the moderating effects of individuals' conflict management styles on the transition of conflict. The survey was conducted with 400 employees in a general company. The results showed that among the 5 conflict management styles, only integrating moderates the impact of task conflict on relationship conflict. Integrating was found to be the most highly correlated with task conflict but it also mitigated the transition of task conflict to relationship conflict. Based on these results, the significance implications of the study are discussed.

The Impact of Side Hustle on Stress Appraisal and Proactive Behavior (Poster - 198262)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Xiao, S., & Jiang, J. Y. (2024). The Impact of Side Hustle on Stress Appraisal and Proactive Behavior [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The research uses the stress-recovery experience perspective (mastery, control, relaxation, and psychological detachment) to explore how different side hustle experiences influence multiple jobholders' challenge appraisal (CA) in full-time jobs and proactive behavior (PB). Authors conducted 2 multi-wave studies to examine hypotheses. Result showed that mastery (only Study 1) and relaxation in the side hustle enhance CA and PB, but psychological detachment has a negative effect. Furthermore, similarity in 2 jobs positively moderates the relationship between mastery and PB through CA (Study 2).

When Workers Become Parents: How Parental Involvement Facilities Work Absorption (Poster - 198337)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Li, M., Qin, G., & Liu, Z. (2024). When workers become parents: How parental involvement facilities work absorption [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

The parent and worker roles make working parents perceived as inefficient in workplace. In an ESM investigation assessing 98 pairs of working parents over 10 workdays, authors draw on organismic integration theory and the crossover model, use APIM, and find that both working parents' anticipated after-work parental involvement promotes their own family motivation, leading to higher daily work absorption. Findings contribute to existing literature and provide new insights to workers and organizations.

Speaking Up as A Mixed Blessing: Within-Individual Consequences of Voice Behavior (Poster - 198406)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Yao, J. & Tan, N. (2024). Speaking Up as A Mixed Blessing: Within-Individual Consequences of Voice Behavior [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This research uncovers how, why, and when engaging in voice behavior may generate beneficial or undesirable outcomes for employees. Building on the dual nature of voice (initiating influence and challenging the status quo) and resource-generating versus resource-consuming dynamics, authors hypothesize and find that (a) voice behavior simultaneously triggers perceived influence and anxiety about upsetting the leader, (b) perceived influence and anxiety subsequently affect work engagement and well-being, and (c) the personal consequences of voice are moderated by promotion and prevention focus.

Boundary Management and Work–Nonwork Conflict: A Meta-Analysis (Poster - 198418)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Lezcano, A.M., Schoffel, M.K., Allen, T.D. & Wilczewski, H. (2024). Boundary management and work-nonwork outcomes: A meta-analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors synthesize existing empirical work and provide meta-analytic effect size estimates for the relationships among boundary management preferences, boundary enactment, and work–nonwork conflict to extend previous reviews and add clarity to the theoretical understanding of key boundary management concepts. They also provide practical implications and suggestions for future research applying boundary theory to experiences of work–nonwork conflict.

Clarifying the Effects of Commuting Demands on Domain-Specific Well-Beings (Poster - 198479)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Loo, K., Kuykendall, L., Kaplan, S., Zhu, Z., Wiese, C. W. (2024). Clarifying the effects of commuting demands and enjoyment on domain-specific well-beings. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Employing the conservation of resource theory and the recovery theory framework, this study investigates how commute demands (time, stress) and enjoyment influence work–personal/family conflicts and overall well-being. The results highlight that commute stress exerts a more substantial negative impact than time on both conflicts and subjective well-being. Additionally, the study identifies financial resources as a crucial moderating factor in the relationship between commute and subjective well-being.

Gender Differences in Physiological Responses to Work–Family Conflict Events (Poster - 198542)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Facticeau, K., Shockley, K., & Shen, W. (2024). Gender Differences in Physiological Responses to Work-Family Conflict Events [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Despite popular belief that work–family conflict (WFC) is a “women's issue,” meta-analytic evidence has failed to find meaningful gender differences in WFC. However, it is possible that there are true differences that methods have not yet captured. As such, authors employed an episodic, event-based design that utilized physiological data (i.e., electrodermal activity) to measure gender differences in reactions to WFC events. Contrary to the hypotheses, men actually exhibited stronger physiological reactions to the WFC events than did women.

Happy Worker, Happy Life? A Meta-Analysis of Job Satisfaction and Subjective Well-Being (Poster - 198583)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Stryker, S. R., Kang, B. Y., Lumbreras, J. M., & Hoffman, B. J. (2024). Happy Worker, Happy Life? A Meta-Analysis of Job Satisfaction & Subjective Well-Being [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The interplay between job satisfaction and individuals' well-being has been the subject of research attention for over 50 years. Because the nature of work has changed considerably in this time, authors conducted a meta-analysis to re-examine the current relationship in the modern world of work. Next, they examined several moderators of this relationship that reflect the way work and workers have changed over time. Overall, this study provides an unprecedented look at the impact of work on a worker's subjective well-being in the modern world of work.

Who Helps? The Role of EI, Agency, and Communion (Poster - 198660)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Reed, Rebecca, Hsu, Ning, & Newman, Daniel A. (2024). Who helps? The role of EI, Agency, and Communion [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study proposes and tests personality-based mechanisms of the gender gap in organizational citizenship behavior (OCB), based on social role theory (Eagly, 1987; Wood & Eagly, 2012). Specifically, the mediating effects of agency, communion, and emotional intelligence (EI) are tested between gender and OCB. Results confirm agency, communion, and EI each positively predict OCBO and OCBI, and mediate the effects of gender on OCB in different directions (with the agency mechanism favoring men, and communion and EI favoring women).

Which Star We Welcome: The Study of Colleagues' Reaction to Different Star Newcomers (Poster - 198684)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Deng, X., Huang, Y. Y., Li, J. Y., & Huang, J.W. (2024). Which Star We Welcome: the Study of Colleagues' Reaction to Different Star Newcomers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors explore colleagues' attitudes toward 3 types of star newcomers with high performance, visibility, and social capital. Results reveal that colleagues welcome star newcomers with high performance, followed by those with high visibility and social capital, perceived as resources act as the mediator. Colleagues tend to reject star newcomers with high social capital the most, followed by star newcomers with high visibility, and then high performance, perceived as threat takes the role of mediator. Gender can moderate the relationship between star employees and colleagues' rejection.

Identification of Recovery Activities Associated With Recovery Experiences (Poster - 198767)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Lee, J., Kim, B., Barton, K., & Jex, S. (2024, April). Identification of recovery activities associated with recovery experiences. Poster presentation at the 39th annual conference for the Society for Industrial/Organizational Psychology, Chicago, IL, United States.

As a preliminary examination to improve the measurement of recovery experiences, authors identified activities that were associated with each of recovery experiences and presented the summary. 139 working students reported 5 activities that they did during the weekend and indicated the extent to which each activity is associated with psychological detachment, mastery, relaxation, and control experiences. The findings of the study inform the researchers about what activities individuals can actually engage in during their nonwork hours to recover from work strains more effectively.

Intrinsic Job Factors Moderate Compensation and Job Satisfaction in the Public Sector (Poster - 198804)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: McAvoy, W. P., Ashlock, L., Gomez, M., & Sy, T. (2024). Intrinsic Job Factors Moderate Compensation and Job Satisfaction in the Public Sector [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigated the moderating effects of intrinsic job factors on the relationship between compensation and job satisfaction in the public sector. High levels of meaning at work and an emotionally supportive work environment diminish the effect of compensation on job satisfaction. Authors add to the existing literature on the public sector by examining the interaction of intrinsic and extrinsic job factors and how they influence employee job satisfaction. Implications for future study and the facilitation of intrinsic job factors are discussed.

Here for the Right Reasons? The Desired and Unintended Consequences of NYC LL 144 (Panel Discussion - 197116)

1:00 PM – 1:50 PM | Location: Swissotel Vevey 1/2

Authors: Medvin, E. S. (Co-Chair), Rothstein, E. G. (Co-Chair), See, R., Smith, M. A., Sydel, E. J., & Timko, B. R. (2024). Here for the Right Reasons? The Desired and Unintended Consequences of NYC LL 144 [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Employers are increasingly using automated tools in selection. Though there are many benefits, there are also concerns. Thus, many localities are starting to regulate these tools (e.g., NYC LL 144). Though such laws are well intentioned, their effects are unknown, and experts in the field have identified potential shortcomings and unintended consequences. As the law will have been in effect for over 9 months by SIOP 2024, it is time to visit the consequences, both desired and unintended. The panel comprises a diverse group of experts to offer perspectives about the laws and outcomes thus far.

A New Era in Burnout (Panel Discussion - 198351)

1:00 PM – 1:50 PM | Location: Swissotel Vevey 3/4

Authors: (Co-Chair), Torte, L. M.; (Co-Chair) Coppola P. J.; McCreedy, R. T. W.; Rudel, E. M. (2024). A New Era in Burnout [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In today's world of increasing demands, unprecedented uncertainty, and the need to keep pace, people are experiencing alarmingly high levels of job stress and burnout. This session will invite the audience to contemplate burnout drivers and prevention strategies both in and out of the workplace based on the argument that personal and professional factors can lead to emotional fatigue, depersonalization, and cynicism. Considerations such as fear, trauma, burden shift, racialization, tokenism, and intersectionality may

present a significant impact on the individual, the team, and the system.

Implementing AI for Skills-Based Talent Practices: Perspectives From the Journey (Panel Discussion - 197349)

1:00 PM – 1:50 PM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

Authors: Kleinman, M. S., Badibanga, A., Guidry, B.W., & Tomkoria, A. S. (2024). Implementing AI for skills-based talent practices: Perspectives from the journey [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel will feature practitioners from organizations that are at various points in implementing AI-powered tools to support skills-based talent management practices. Although organizations have shown interest in shifting to skills-based talent approaches in recent years, generative AI technologies have spurred a noticeable uptick in this area. Panelists will give an overview of the benefits, challenges, key partnerships, and strategic considerations they have encountered while driving the adoption of skills-oriented HR and talent management approaches in their organizations.

Enhancing Neuroinclusion at Work: Design Thinking Session for Solution Development (197782)

1:00 PM – 1:50 PM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Rhodes, A. (Chair), Alemseged, M. (Discussant), Helton, A. (Discussant), Irvin, C. (Discussant), Johnson, B. (Discussant), Kronenberg, L. (Discussant), Yen, L.L. (Discussant), (2024). Enhancing Neuroinclusion at Work: Design Thinking Session for Solution Development [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Estimates suggest that 15–20% of the world's population may be neurodivergent, yet neurodiversity has been understudied in organizational psychology. Neurodivergent individuals experience significant barriers to obtaining and sustaining employment, making neurodivergence at work an important topic for I-O psychologists to explore further. This expedited design thinking session will focus on creating solution prototypes that promote neuroinclusive workplaces and provide participants with resources to iterate solutions with their clients, in their organizations, and in their research.

Early-Stage Startups and I-O Psychology: Filling the Void in Science and Practice (Panel Discussion - 198642)

1:00 PM – 1:50 PM | Location: Swissotel Zurich AB

Authors: Wagner, D., Canger, J. Oliver, K., Rico, L. & Willford, J. (2024). Startups and I-O Psychology: Filling the Void in Science and Practice. [Panel]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing on their diverse experiences as advisors, coaches, founders, and more in the entrepreneurial ecosystem, as well as their experience as I-O practitioners of various levels, 4 panelists will discuss how I-O psychology research and theory can best be applied to early-stage startups. The discussion will include questions covering what makes the needs of startups unique, what impact I-O practitioners can have, and what the future may hold for research and practice. Audience questions are also encouraged.

Modern Interviewing Roundtable: Best Practices for Remote and AI-Assisted Interviews (Alternative Presentation - 197977)

1:00 PM – 1:50 PM | Location: Swissotel Zurich C

Authors: Bourdage, J.S. (Moderator), Hartwell, C. (Moderator), Levashina, J. (Moderator), Malter McLean, K. (Moderator), Morelli, N. (Chair), & Zyrianov, V. (Moderator). (2024). Modern Interviewing Roundtable [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Two major technological trends (hybrid/remote work and generative AI adoption) are accelerating changes to the traditional job interview. This interactive session will explore innovative approaches to modern interviewing that strike a balance between the value of technological capabilities (e.g., automated interview construction, asynchronous video recording, AI assistants) with candidate experience and measurement best practices. Attendees will participate in small group discussions moderated by I-O and computer science (CS) experts in technology-enabled interviews.

“Igniting” Pride at Work: Best Practices for LGBTQIA+ Inclusion (Ignite - 197394)

1:00 PM – 1:50 PM | Location: Swissotel Zurich D

Authors: Boucher, E. (Co-Chair), Salvas, A.L. (Co-Chair), Bishop, L., Gabriel, K., Sasso, T., & Volpone, S. (2024). “Igniting” Pride at Work: Best Practices for LGBTQIA+ Inclusion [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Increasing percentages of the US population are identifying as LGBTQIA+. At the same time, the LGBTQIA+ community is increasingly under legislative attack. This increase in identification coupled with the increased threat has created a heightened need for organizations to provide safe and inclusive workplaces. This IGNITE! panel highlights best practices for organizations working toward LGBTQIA+ inclusion. Panelists will present best practices for including inclusive language, data collection, organizational policies, forgotten identities, and supporting employees against legislative attacks.

Machine Learning for I-O 6.0: Applications of Large Language Models (Symposium - 198103)

1:00 PM – 1:50 PM | Location: Swissotel Zurich EF

Authors: Hickman, L. (Co-Chair), Liu, M. (Co-Chair), & Landers, R. N. (Discussant). (2024). Machine learning for I-O 6.0: Applications of large language models [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Capman, J. F., Sepehr, D., Thompson, I., McNeney, D., & Boyce, T. S. (2024). Using large language models to score constructed response assessment responses. Stockdale, K. S., Liu, S., Ansari, A., & Hickman, L. (2024). Scoring interviews with large language models: Initial validity evidence. Yankov, G. P. & Hernandez, I. (2024). Scoring of assessment center in-basket exercises with large language models. Guo, F., Min, H., Sun, T., & Liu, M. (2024). Harnessing large language models for situational judgment test item generation.

The emergence of large language models (LLMs) presents many opportunities for industrial-organizational psychology research and practice. However, little empirical research is available regarding the capacity of LLMs to conduct various assessment-related tasks. This symposium presents 4 papers that research and apply LLMs to core problems of personnel assessment and selection. The papers provide initial validity and utility evidence of LLMs for scoring open-ended assessments, identifying specific behaviors in assessment center exercises, and generating situational judgment test items.

COI: Enhancing Equity Through Culturally Responsive Assessments: Bridging Gaps in I-O (Community of Interest - 199563)

1:00 PM – 1:50 PM | Location: Swissotel Zurich G

Authors: Martin-Raugh, M., Gallegos, E., & Smith, K. (2024). Community of Interest: Enhancing equity through culturally responsive assessments: Bridging gaps in I/O [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Culturally responsive assessments (CRAs) take into account the background characteristics of test takers, including their beliefs, values, ethics, and experiences. Authors will consider how CRAs may benefit society, employers, employees, and applicants. They will also discuss challenges in designing and implementing CRAs in the workplace, including impacts on social justice, standardization, and quality of measurement. Academics and practitioners are welcome to participate in discussing the use of CRAs in organizations.

Conference Career Center

1:00 PM – 5:30 PM | Location: Hyatt Roosevelt Meeting Rooms

Designated area reserved solely for CCC registered Employers and Job Seekers looking to conduct in-person job interviews. Space may be reserved ahead of time via email (careerservices@siop.org) or at the CCC check-in table (located in the Roosevelt Meeting rooms).

Fueling Talent Mobility with Better Skills Data (Tech Demo)

2:00 PM – 3:10 PM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: SHL

As many organizations consider how to get started with a skills-based talent strategy, they soon discover that the scope and required effort can be quite “immobilizing”. As organizations look to technology to support their enterprise-wide collection of skills information, they are doubling down on scale at the expense of rigor. This can have direct implications on the subjectivity and accuracy of the talent decisions that this skills information is fueling. In this session, we will showcase how organizations can leverage assessments to enhance the integrity of the skills data that they use to match talent to roles and business challenges.

“Who Are We?”: An Elevator Pitch Competition to Rebrand the Future of I-O Psychology (Ignite - 198656)

2:00 PM – 3:20 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Magaña, Z. (Chair), Ochoa, A., Lumbreras, J., Hernandez, R., Lockhart, D. (2024). “Who are We?”: An Elevator Pitch Competition to Re-brand the Future of I/O Psychology [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This competition-style session aims to spark a wave of innovation and idea sharing on how to rebrand the field of I-O psychology. In this alternative session, individuals will get the opportunity to share creative ways of defining the field of I-O psychology, draft a pitch, and present their I-O psychology elevator speech! This competition will allow participants 60 seconds on the clock to present their elevator pitch. A panel of judges will use criteria to vote on the top 3 innovative/creative ideas for describing the field of I-O psychology to everyday folks!

Zooming to a Halt: The Future of Flexible Work Arrangements and Digitalized Work (Panel Discussion - 197079)

2:00 PM – 3:20 PM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Ragsdale, J. M. (Co-Chair), Hockensmith, K. (Co-Chair), Barber, L., Eatough, E., French, K. A., Montgomery, G., & Nigam, J. (2024). Zooming to a halt: The future of flexible work arrangements and digitalized work [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The purpose of this panel is to address 2 interrelated topics: flexible work arrangements (FWAs) and the digitalization of work. This panel will highlight what works and what does not work for FWAs by addressing the role of digitalized work along with additional barriers and facilitators to effective use of FWAs. Ultimately, the panel will identify the next steps or priorities in research and practice for the intersection of FWAs and digitalized work to strike a balance between worker and organizational needs.

Building Talent Ontologies Quickly With NLP Enhanced Job Analysis (Master Tutorial - 198670)

2:00 PM – 3:20 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Thomas, M. A., & Ponce-Pore, I. E. (2024). Building Talent Ontologies Quickly with NLP Enhanced Job Analysis [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Traditionally, job analysis has been a resource-intensive task, but techniques from natural language processing (NLP) may streamline the process by extracting core tasks and competencies from textual data like job descriptions. Participants will learn techniques such as named entity recognition (NER) and topic modeling to identify, extract, and organize tasks and competencies found in job descriptions and job-related documents. Hands-on materials and cloud-based development environments will facilitate practical learning, culminating in a robust skill set to leverage NLP in job analysis.

Strengthening Culture of Environmental Stewardship: Scientist and Practitioner Insights (Alternative Presentation - 197447)

2:00 PM – 3:20 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Harmon, S. (Chair), Amel, E. (Panelist), & Ritchel, T. (Panelist), (2024). Strengthening Culture of Environmental Stewardship: Scientist & Practitioner Insights [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Yazar, Y., Wang, Y., Dilchert, S., & Ones, D. (2024). Charting a Green Course: How Business Ethics Shapes Environmental Initiatives. Carruth, N. & Stuhlmacher, A. F. (2024). Employee Appraisals of Pro-Environmental Action: Signals for Organizational Culture. Bateman, T. (2024). Problem-specific Stress and Adaptation: Burnout and Thriving in Working with Climate Change. Harmon, S. (2024). Strengthening a Culture of Environmental Compliance and Stewardship at an Electric Utility using OpenAI.

In an era of escalating environmental concerns, organizations face the challenge of integrating sustainability into their operations. This session unites a dynamic panel of researchers and practitioners, offering insights on fostering a culture of environmental stewardship and sustainability. Session will include empirical research, organizational practices, and interactive dialogue with culture change practitioners and attendees. Culture tools using OpenAI will be shared. Together, presenters aim to illuminate paths for organizations to strengthen their culture of environmental stewardship.

Advancing New Approaches to Stressor Appraisal (Symposium - 197997)

2:00 PM – 3:20 PM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Glazer, S. (Co-Chair), Fila, M. J. (Co-Chair), & Semmer, N. K. (Discussant). (2024). Advancing new approaches to stressor appraisal [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

The transactional model of stress dominates appraisal research; however, there has been growing debate for 2 decades around the nature and importance of appraisal, and the degree to which an individual's appraisal of a stressor matters. This symposium reflects on the current field; presents 2 empirical studies that explore different aspects of the appraisal and reappraisal process; and 2 studies that present validated constructs to consider in the ontology of appraisal. The symposium concludes with an eminent scholar's appraisals of the field and the papers.

Invited: Cross-Pollination of Ideas: Insights on I-O Challenges From Outside Scholars (Special Event - 199634)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall H

Authors: Cox, C. B., Swigart, K., (Co-Chairs), Chen, A., Porter, N., Bruno, R., Cooper, K. (2024). Invited: Cross-Pollination of Ideas: Insights on I/O Challenges from Outside Scholars [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In a rapidly changing world, perspectives from scholars outside the field of I-O psychology can help us gain valuable insight on topics relevant to both society and the workplace. To facilitate a cross-pollination of ideas, authors invited 4 academics and authors from outside our field to speak on issues relevant to I-O. In this session, these scholars will share their insights on topics include the past and future of affirmative action, the evolving understanding of accommodations, the changing nature of work, and the partnership of nonprofits and organizations to solve social problems.

Stronger Together: A-P Partnerships to Advance the Next Generation of AI Tools (Alternative Presentation - 197059)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall I

Authors: Ruiz de Huydobro, G. (Co-Chair), Liff, J., (Co-Chair), Auer, E. (Panelist), Dosey, D. (Panelist) Landers, R. (Panelist), McCarthy, J. (Panelist), Morelli, N. (Panelist), Oelbaum, Y. (Panelist), & Xu, H. (Panelist). (2024). Stronger Together: A-P Partnerships to Advance the Next Generation of AI Tools [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session addresses the need to build academic-practitioner partnerships to advance science and practice in the evolving landscape of AI-based solutions. Through IGNITE presentations, leading practitioners and academics in the space will address goals and challenges encountered to develop, validate, and monitor the next generation of AI tools. Panelists will then facilitate breakout groups with the audience and explore partnerships that could address both presenters' and attendees' research interests and needs when developing, implementing, monitoring, and auditing AI-based solutions.

Beyond the Dictionary: Specialized NLP Applications in I-O Psychology (Symposium - 198102)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall J

Authors: Simonet, D. V. (Co-Chair) & Mitra, R. D. (Co-Chair) (2024). Beyond the Dictionary: Specialized NLP Applications in I/O Psychology [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The symposium highlights diverse natural language processing (NLP) use cases for classifying, extracting, retrieving, and generating employee and job content using large language models (e.g., BERT, ChatGPT). Following an introduction to modern transformer architecture, 5 practitioners will give a walkthrough on how to leverage NLP to align competency models, extract resume skills, automate item creation and evaluation, score interview feedback, and create an onboarding bot. Attendees will receive an overview of each technique, associated code, and methods for testing effectiveness.

In With the Old, In With the New: Novel Insights on Foundational DEI Concepts (Symposium - 197129)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall K

Traylor, H. D. (Co-chair) & Ruggs, E. N. (Co-chair). (2024). In with the old, in with the new: Novel insights on foundational DEI constructs [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Ruggs, E. R., Avery, D. R., Banks, G. C., Traylor, H. D., Owens, T. L., Garcia, L. R., & Hatter, K. B. (2024). Meta-analytic review of relational demography.

Dwertmann, D., Böhm, S., McAlpine, K., & Kulkarni, M. (2024) Disability as a source of cognitive flexibility and idea generation.

Wu, F. Y., Udomsirirat, V. T., & Oswald, F. L. (2024). An occupational analysis of job-relevant factors and disability.

Courey, K. A., & Oswald, F. L. (2024). Evaluating the impact ratio and its associated uncertainty: A Bayesian approach.

Johnson, L. U., Maneethai, D., Bueno, A., Tillman, A. S., & Guzman, G (2024). The development and validation of the workplace diversity values scale.

Scholarship on diversity, equity, and inclusion continues to proliferate in organizational research. This symposium revisits foundational diversity concepts such as relational demography, group composition, adverse impact, and diversity values to provide new insights into how IOOs can better levy existing diversity constructs to study organizational phenomena.

Strategic 360 Feedback: What Has Changed in Five Years? (Panel Discussion - 198292)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall L

Authors: Bracken, D. W. (Co-Chair), Rose, D. S. (Co-Chair), Wacławski, J. (Moderator), Dahling, J. J., Goudy, K., Pulakos, E., Rotolo, C. T., & Valerio, A. M. (2024) Strategic 360 Feedback: What Has Changed in Five Years? (Panel). Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, USA

This session gathers chapter authors of The Handbook of Strategic 360 Feedback (Church et al., 2019) 5 years after publication to explore ways 360feedback has evolved. Panelists discuss changes in their thinking over the last 5 years including emerging trends such as AI, ratingless reviews, and other innovative practices.

The Evolving Landscape of Skills-Based Practices: Current State and Future Prospects (Panel Discussion - 197656)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall MN

Authors: Rege, G. (Chair), Blair, M., Curnow, C., Heck, J., Norris-Watts, C., & Reithel, S. (2024). The Evolving Landscape of Skills-Based Practices: Current State and Future Prospects [Panel]. Society for Industrial and Organizational Psychology Annual Conference. Chicago, IL, United States.

In a rapidly changing economy, an appropriately skilled workforce is instrumental to organizational growth and success. Skills-based approaches have emerged as an agile way to meet workforce needs while also offering a more equitable approach, compared to traditional selection and promotion practices. Industry experts on this panel will share insights on the current landscape of the skills-based practices movement and how these approaches and their adoption is expected to evolve in the coming years.

Working Women's Menstrual and Menopausal Experiences and Behaviors (Symposium - 198006)

2:00 PM – 3:20 PM | Location: Swissotel Montreux 1

Authors: Zeytun, D. (Co-Chair), Grandey, A. A. (Co-Chair), & King, E. B. (Discussant). (2024). Working women's menstrual and menopausal experiences and behaviors [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although menstruation and menopause are indicators of healthy female bodies, they are often taboo topics in the organizational context with implications for work outcomes. Accordingly, the purpose of this symposium is to advance understanding of menstruation and menopause in the workplace, and how female-specific symptoms are linked to professional outcomes, with the aim of creating a more nuanced understanding of the factors that might alleviate the constraints of symptoms and stigma on work-related outcomes.

Menopause, neurodiversity, and the workplace

Debora Gottardello & Belinda Steffan

University of Edinburgh

Menopause can be a uniquely impactful life-course transformation. Typically occurring in mid-later life, this major transitional phase of life has been found to severely impact multiple dimensions of women's workplace experiences, including job performance, stress, and overall well-being (Rowson, et al., 2023; Brewis et al., 2017; Grandey et al., 2020). Similarly, the impact of neurodiversity on employee and organisational behaviours and outcomes has attracted increasing interest from organisational scholars and practitioners (Morris et al., 2015; LeFevre-Levy et al., 2023). It is estimated that between 15% and 20% of the global population exhibit some degree of neurodiversity, such as dyslexia, dyspraxia, attention deficit hyperactivity disorder (ADHD) and autism spectrum disorder (ASD) (Doyle, 2020; Kapp et al., 2013). While some traits associated with neurodivergence - such as sensory challenges, anxiety, and inattentiveness - can present employees with challenges in certain work settings, neurodiverse individuals possess unique characteristics that can strengthen work engagement, productivity, innovation and quality (Austin & Pisano, 2017; Krzeminska et al., 2019; Moseley et al., 2020).

There is a lack of understanding of the experiences of neurodiverse individuals as they navigate through various stages of life, including mid-later life (Mason et al., 2022). This is surprising given that diagnoses of neurodivergence increasingly occur in later adulthood, particularly in women, which may be due to a tendency to mask, or because certain neurodivergent diagnoses are viewed as “predominately, or even exclusively male conditions” (Pachowicz, 2020, p. 129).

Examining menopause in relation to the experience of neurodivergent women is important for two key reasons. First, symptoms associated with menopause, such as emotional instability, anxiety, and mood swings, can interrupt individual resilience, undermine coping strategies, and limit personal resource use (Steffan & Potocnik, 2023). Masking neurodiverse traits is a coping mechanism employed by women more than men (Lai et al., 2017; Tubío-Fungueiriño et al., 2020; Hull et al., 2020), as such, the symptomology of menopause might adversely impact neurodiverse women's ability to engage in social camouflage (Riach & Rees, 2022). This may impact menopausal, neurodiverse women's employment outcomes, as well as the ability to draw on social support, which has been identified as one of the most effective methods of supporting menopause at work (Steffan &

Menopause symptoms can disrupt individual differences, including personal resources, resilience, self-efficacy, and confidence (Steffan, 2021; Steffan & Potocnik, 2023). Women are more likely to mask and engage personal resources to hide neurodivergence than men (Moseley, 2021). As neurodivergent individuals and menopausal women are known to mask or hide their symptoms through agentic behaviours (Moseley, 2021), we draw on job crafting theory (Bakker & de Vries, 2021) to examine how neurodiverse women experiencing menopause strive to reconcile the expectations imposed by their work within available support systems, and proactively shape their tasks and roles to cope with new personal challenges.

Method

We first conducted an exploratory interview study into the interaction of two stigmatised aspects of health in the workplace: menopause and neurodivergence. We collected data from 40 women (20 from the UK and 20 from the US) with a formal or informal neurodiversity diagnosis. A qualitative research design enabled us to explore how neurodiversity and menopause, together and separately, influences how women engage with work. We were specifically interested in drawing on the lived experience of women with a formal or informal neurodiversity diagnosis, who were in the age range of peri- and post-menopause symptoms.

We are also planning a more in-depth, mixed-methods approach to study the intersection of menopause and neurodiversity in the workplace. Our current plan includes measuring shared experiences and compare populations of women of (non)menopause and (non)neurodivergent, conducting comparative studies across cultural and legislative, examining other demographic foci: socio-economic status, job types and cultural variances in race/ethnicity, including women under 40s, and understanding how hormones relate to this intersectional experience.

Results & Discussion

Our initial interviews suggest that by engaging in novel forms of job crafting, neurodiverse women can manage job stress and enhance the meaningfulness of their work during this critical life phase. We continue to explore our interviews to understand how the potential disruption of menopause was experienced by neurodivergent women. Overall, findings show that menopausal and neurodivergent women were indeed likely to experience a disruption in their sense of self and their relational identity to others at work. Interestingly, positive aspects of this disruption included increased self-understanding, authenticity, and more tailored self-care. Findings highlight the need for organisations to develop targeted approaches for recognising and accommodating the unique needs of this population, and for cultivating workplace cultures of acceptance, inclusivity, support, and empowerment.

References

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Poster Sessions: Diversity, Equity & Inclusion

2:00 PM – 2:50 PM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

Leader Sex and Race Differences: Comparing Two Designs Predicting Leader Derailment (Poster - 198446)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Krauss, J., Vanhove, A. J., & Wormington, S. V. (2024). Leader sex and race differences: Comparing two designs predicting leader derailment [poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors show how differential selection can attenuate estimates of subgroup differences in leadership outcomes. Using data from a sample of majority White male leaders, they show that female and African American leaders are evaluated lower by their bosses on career derailment potential, with male and White leaders showing not only lower subgroup means but also greater variability. However, the direction of effect is switched and the relatively larger variances in career derailment potential ratings of male and White leaders disappear when propensity score matching is used.

What Happens When Mom Works From Home? A Dual-Penalty Mechanism (Poster - 197004)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Chong, S. (2024). What happens when Mom works from home? A dual-penalty mechanism [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Hybrid work—working from home instead of office on some days—is often advocated as a remedy for gender inequality in family–work interferences (FWI). Authors challenge this by evoking the multiple roles theory to explain how mothers might experience more FWI than fathers or employees without children on days when they work from home. This triggers a dual-penalty mechanism from coworkers (incivility) and self (shame), and predicts withdrawal from work for the day. Results from an experience-sampling study are presented and overlooked perils of hybrid work for mothers discussed.

Examining Anti-LGBTQIA+ Legislation as a Mega Threat (Poster - 197124)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Dhanani, L. Y., Arena, D. Jr., & Liu, J. (2023, April). Examining Anti-LGBTQIA+ Legislation as a Mega-Threat. Poster presented at Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined whether and under what conditions exposure to the mega threat posed by the string of recently proposed anti-LGBTQIA+ legislation relates to identity enhancement, a progroup identity management strategy. Results indicated that mega-threat exposure was related to identity enhancement through mega-threat impact. However, this finding was qualified by 3 interactions that demonstrate that employees only engaged in identity enhancement when the environment was supportive.

Working Hours and Well-Being: A Study of Mothers of Children With Disabilities (Poster - 197629)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Rodriguez, M. A., Ugalde, D. M., & Bruk-Lee, V. (2024). Working hours and well-being: A study of mothers of children with disabilities [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The quality of life (QOL) of working moms of children with intellectual and developmental disabilities (IDD) was examined, with working hours as the predictor and work arrangement as the moderator. The scarcity hypothesis suggests that humans have limited energy, and once depleted, may be susceptible to low QOL. Work arrangements may be a means for these moms to balance competing demands or may exacerbate things further. Data analysis on 129 participants revealed a significant negative relationship in hybrid settings when controls were used (income perceptions and disability severity).

Cross-Class Interactions and Creative Work Behavior: A Construal Level Perspective (Poster - 197768)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Han, X., Chong, S., Huang, Y., & Tong J. S. (2024). Cross-class interactions and creative work behavior: A construal level perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Social class diversity is prevalent but its covert nature results in little research examining its role in the workplace. Based on the construal level theory, authors argue that this form of diversity is beneficial for employees' creative work behavior. Field data from 306 leader-subordinate dyads shows cross-class interactions to be positively related to creative work behavior via state construal level, especially for employees who have lower (vs. higher) LMX with their leader. This elucidates why and for whom cross-class interactions can be leveraged in the organization.

Relationships Among Internalized Racism, Age, Locus of Control, and Work Engagement (Poster - 197838)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Rushing, R. L., Crockett, D., Finkelstein, L. M. (2024). Relationships among internalized racism, age, locus of control, and work engagement. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Given prior separate empirical connections between internalized racism and external locus of control (ELC) and ELC and work engagement, authors explored a mediated relationship among those constructs. Further, they explored whether younger age could buffer the connection between internalized racism and ELC. The predicted positive relationship between internalized racism and ELC was moderated by age, but not as expected. Further, both internalized racism and ELC showed unpredicted positive connections to work engagement.

Understanding How and When Inclusive Supervisors Impact Black Employees (Poster - 198117)

2:00 PM – 2:50 PM

POSTER SESSIONS

The goal of our research is to extend the management research that centers Black employees' workplace experiences. To accomplish this, we rely on social exchange theory to develop and test a model that clarifies the importance of supervisory inclusiveness for Black employees. Across three studies, we find that supervisory inclusiveness conveys positive expectations and feelings that foster Black employees' organizational trust. In turn, Black employees who trust their employers reciprocate with increased levels of affective commitment. We also find that Black employee organization-based self-esteem (OBSE) amplifies the impact of supervisory inclusiveness on their organizational trust. In summary, our studies explain how and when supervisory inclusiveness cultivates affective commitment within Black employees. Theoretical and practical implications, as well as future research ideas are discussed.

Diversity-Valuing Behaviors as a Performance Asset: The Role of DEI Accountability (Poster - 198129)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Washington, D. M. (2024). Diversity-Valuing Behaviors as A Performance Asset: The Role of DEI Accountability [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In modern organizations, women and racial minorities face negative perceptions when engaging in diversity-valuing behaviors, impacting their perceived competence. Despite increased attention to workplace equity, Black women remain excluded from leadership positions due to race and sex-based judgments. Testing the effect of holding employees accountable for DEI on performance evaluation and promotion ratings for a Black woman. Results indicate potential benefits in embedding diversity accountability in performance management systems to mitigate bias and improve outcomes.

Dimensions of Disability Stigma in Organizational Contexts (Poster - 198143)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Fattoracci, E. S. M. & Roese, K. Dimensions of disability stigma in organizational contexts: Psychometric investigation, scale development, and theoretical expansion. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research on disability has documented the unique challenges faced by people with disabilities (PWD) in the workplace. Nonetheless, an opportunity exists to examine disability stigma more precisely. Stigma is multifaceted, as suggested by the 6 stigma continua: aesthetics, concealability, course, disruptiveness, origin, and peril (Jones et al., 1984). This study psychometrically investigates the dimensional conceptualization of stigma related to disability, providing an accompanying measure that aligns with theory and validates a 7th dimension of disability stigma: contestability.

Perceptions of Female Leaders: Do Organizational Culture and Employees' Sex Matter? (Poster - 198173)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Phung, V., Martinez, E., Adebo, O., Shahani-Denning, C., & Grossman, R. (2024). Lifting the Constraints of Gender Roles Against Women Leaders: Do Organizational Culture and Sex of Subordinates Matter? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study used a vignette-based between-subject design to understand the stereotypes, arousal reactions, and preferences toward female leaders across organizational management levels. The moderating effects of contextual factors (e.g., organizational culture, sex of perceivers) on perceptions of female leaders were also investigated. Results connected role incongruity theory and the organization structure view by emphasizing potential bias in the evaluation of successful female leaders and suggesting a suitable working environment that helps women advance their careers.

How Effective Are Wage Adjustments Really? (Poster - 198178)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Kith, S. (2024). How effective are wage adjustments really? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Gender wage disparity remains to be a persistent concern in academia. Many universities use wage adjustments to address gender wage inequality. Yet, the effectiveness of wage adjustments is unclear. Though it may ease some immediate wage disparities; they do not address underlying issues in recruitment, promotion, and pay. Using archival population data, this study explores the long-term implications of wage adjustments, its effectiveness, and its relationship with gender representation among Canadian academic staff. This study's results suggests that wage adjustments alone are ineffective.

Attention, Metastereotypes Ahead! Women's Attention Patterns Toward Job Ads (Poster - 198229)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Koçak, A., Van Muylen, D., & Derous, E. (2024). Attention, metastereotypes ahead! Women's attention patterns towards job ads. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Qualification-based targeted recruitment aims to attract qualified applicants but does not consider how applicants perceive traits in job ads. An eye-tracking experiment showed that female applicants were less attracted to job ads with negatively metastereotyped traits compared to job ads with neutral traits, even when controlled for applicants' actual qualifications. Negatively metastereotyped traits did not capture women's attention. Although a dispositional wording of negatively metastereotyped traits was more attractive, the wording of these traits did not affect women's visual attention.

Is the Joke on You? How and Why (Non)Sexist Joking Relates to Work Outcomes (Poster - 198343)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Bouckaert, Y., Jonczyk, N., Mertens, A., Vofrei, L., Soliman, M., Venz, L. & Loschelder, D. (2024). Is the Joke on You? How and Why (Non-)Sexist Joking Relates to Work Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors disentangled the potentially detrimental effects of sexist humor (vs. non-sexist humor) at work related to the joke teller (collaboration and perceived competence) and the joke receiver (performance and creativity) in a between-subjects experiment. Findings indicated that participants were less willing to collaborate with a sexist (vs. non-sexist) joke teller and perceived them to be less competent. Elevated levels of negative affect partially mediated the relationship between sexist joking and collaboration likelihood. These detrimental effects only emerged when a man told a sexist joke to a female participant.

A Model of Prototypicality Perceptions Among LGBT+ Employees (Poster - 198384)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Dhanani, L. Y., Liu, J., & Arena, D. Jr. (2024, April). A Model of Prototypicality Perceptions among LGBT+ Employees. Poster submitted to Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors developed and tested a model of perceived prototypicality among LGBT+ employees. Results indicated that bisexual employees were viewed by others as less prototypical than lesbian and gay employees. However, there were no differences in prototypicality perceptions based on gender identity. Further, those who were perceived as less prototypical by themselves or by others reported receiving fewer allyship behaviors from coworkers.

Capturing Code Switching: A Scale Development Paper (Poster - 198414)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Hymer, C., Kautz, J., Bolumole, Y. (2024). Capturing Code-Switching: A Scale Development Paper [Poster]. Society for Industrial and Organizational Annual Conference, Chicago, IL, United States.

Code switching describes behaviors designed to help an individual "fit in" to the predominant group. Being pervasive, it likely creates pressure that pushes underrepresented group members out of the organization. Utilizing 4 independent samples, authors validate a measure of code switching that demonstrates acceptable internal reliability (avg $\alpha = .83$), test-retest reliability (avg $r_{Time1, Time2} = .61$; avg ICC = .62), and convergent/divergent validity. Creation of the code-switching scale will aid future research into a phenomenon of diversity associated with striving to belong.

Empirically Examining Demographic Differences Through the Lens of Remote Work (Poster - 198417)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: As a result of the COVID-19 pandemic era, organizations have enacted flexible work policies for their employees. As this new reality continues to evolve and reach novel states of equilibrium, many organizations have begun to look at what pandemic-era flexible work policy changes make sense to maintain and, which to modify or roll back. While some organizations seem to be actioning on anecdotal evidence or “wisdom of the crowd”-type insights, we use our unique position as a global management consulting firm to look at aggregated data across a number of organizations and demographics to explore one debate central to the current era: does remote work impact different groups of people in meaningful ways.

Authors examined employee inclusion and freedom from harassment and discrimination across various demographics and work arrangements (e.g., fully remote vs. fully on site). There were significant main effects for workers with disabilities as well as for remote versus fully on site, with a small interaction between the 2. Implications of these findings for practice are discussed.

Self-Efficacy and Performance: The Role of In-Group Dynamics for Non-Native Speakers (Poster - 198429)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Fernandez Castillo, G., Foy, E. M., Perry, S. J., & Lorinkova, N. M. (2024). Self-efficacy and performance: The role of in-group dynamics for non-native speakers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the relationship among self-efficacy, in-group identification, in-group commitment, and self-rated performance in non-native and native English speakers on a speaking task. Findings indicate that native English speakers may benefit most from self-efficacy compared to non-native speakers, especially when they have lower in-group commitment. Findings are discussed, highlighting the need for more research with non-native speakers.

Inclusion Is What You Do: Operationalizing Inclusion as a Behavioral Construct (Poster - 198435)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Roberson, A.F., Salter, N., & Mattingly, V. (2024). Inclusion is what you do: Operationalizing inclusion as a behavioral construct [poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

There are an abundance of definitions of inclusion, leading to a lack of construct clarity and guidance for DEI practitioners. Authors argue that operationalizing inclusion as a behavior will lead to better predictive capabilities and nomological clarity. Findings suggest that belongingness better predicts inclusion than vice versa, but measuring inclusion as a behavior provides an advantage over affective inclusion measures in predicting turnover intentions. Further, measuring both supervisor and senior leader inclusion provides an advantage in predicting engagement and turnover intentions.

Self and Other Focused Pathways to Meaningfulness in Native American Workers (Poster - 198440)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Stephens, A. B., Delafield, C. S., Helmy, Y., Sanger, R., & Snyder, L. A. (2024). Self and other focused pathways to meaningfulness in Native American workers. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study explores work meaningfulness among Native American workers in Western-dominated workplaces. Authors utilized Rosso et al.'s (2010) contribution and self-connection pathways to explore meaningfulness as a mediator of the impact of tribal-specific perceived social impact and worth, psychological safety, and workplace cultural wellbeing on burnout and turnover intention across 2 time points. Results revealed that psychological safety and workplace cultural well-being positively predicted meaningfulness, whereas meaningfulness negatively predicted turnover intention and burnout.

Buffering the Impact of Discrimination: The Critical Role of Institutional Agents (Poster - 198457)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Campbell, K. & Chrobot-Mason, D. (2023). Buffering the impact of discrimination: The critical role of institutional agents [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Institutional agents play a critical role in lessening or enhancing effects of discrimination. Faculty serve as institutional agents in universities and can impact student satisfaction and wellness. Results indicate relationships between discrimination and stress and decreased sense of belonging, which negatively affect aspirations. However, findings show that trust in faculty mitigates those effects of discrimination, reduces stress, and increases sense of belonging, thus increasing aspirations. Findings reveal the important role institutional agents play in creating an affirming climate.

Content Review of DEI Measurement and Theories: In Search of Missing Links (Poster - 198477)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Yuan, A., Atay, E. J., & Taylor, A. (2024). Content review of DEI measurement and theories: In search of missing links [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors explored the overlap among diversity, equity, and inclusion (DEI) measures and theory. Fifteen DEI theories and 50 perceptual measures were identified and content analyzed, revealing measurement-theory inconsistency among "diversity" and "inclusion" measures. Authors discuss the link between DEI measurement and theories, showcase a DEI measurement typology to guide appropriate measurement selection, and highlight 2 gaps for further work: (a) more theory on mechanisms for effective DEI management, and (b) the development of more user-friendly DEI measures for practitioners.

Disclosing Miscarriage at Work: Motives, Processes, Outcomes, and Boundary Conditions (Poster - 198525)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Drader, N. A., Vaziri, H., Heydarifard, Z., & Gabriel, A. S. (2024). Disclosing miscarriage at work: Motives, processes, outcomes, and boundary conditions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Women face a multifaceted decision on whether to disclose a miscarriage at work. Using an inductive, qualitative study, authors identify the factors that women consider when determining whether to disclose their pregnancy loss at work and the resulting consequences of this decision. Based on findings and drawing on the taxonomy of approach/avoidance motives, they develop a process model for the decision to disclose (conceal) miscarriage at work, identify pathways through which disclosure decisions impact outcomes, and describe the role of support as a boundary condition of these pathways.

Prejudice and Comprehensibility of Accented Speech in Hiring Decisions (Poster - 198536)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Udoenko, A. & Henry, K. (2024) Prejudice and Comprehensibility of Accented Speech in Hiring Decisions. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research on bias against accented speech in hiring reveals two possible causes: prejudice and difficulty understanding speech. Experiment 1 isolated the impact of accent and comprehensibility. Comprehensibility significantly impacted objective understanding of speech independent of accent. Experiment 2 explored how accent and levels of comprehensibility affect hiring decisions. No significant effects were observed. Explanations are discussed. The studies collectively point to a methodological path forward for understanding how prejudice and speech comprehensibility affect hiring.

The Benefits of ADHD? ADHDer's Perceptions of Workplace Task Conflict (Poster - 198537)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Plotnick, S. & Hancock, S. (2024). The Benefits of ADHD? ADHDer's Perceptions of Workplace Task Conflict [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Attention deficit hyperactivity disorder (ADHD) affects 6% of working adults globally. Authors explore how a component of ADHD, emotional reactivity, influences perceptions of workplace task conflict. They speculate that this different response to task conflict may influence perceived coworker incivility, psychological safety, turnover intention, and affective commitment. Surprisingly, those with ADHD did not report significantly higher state anxiety levels than their peers. Instead, those with ADHD perceive task conflict as less threatening than their neurotypical counterparts.

The Unintended Consequences of Positive Stereotypes for Women in Management (Poster - 198585)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Checketts, M. B., Howell, T. M., Loyd, D. L., Amanatullah, E. T., & Tinsley, C. H. (2024). The unintended consequences of positive stereotypes for women in management [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors explore how emphasizing positive female stereotypes impacts perceptions of women's leadership ability. Two experiments found that the use of positive female stereotype language is associated with increased perceptions of negative female stereotypes. Study 2 found a moderating effect of organizational context such that using positive female stereotypes has a negative impact on perceptions of female leaders in male-dominated organizations, whereas in gender-neutral organizations positive stereotypes have a surprisingly positive impact on perceptions of female leaders.

Perceptions of Diversity Training, Does Framing Make a Difference? (Poster - 198592)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Bell, E., Traylor, A., Desing, L., Del Mastro, M., Lander, A. (2024). Perceptions of Diversity Training, Does Framing Make a Difference[Poster]. Society of Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined individual perceptions of organizational diversity trainings framed as either "diversity" or "empathy" trainings. Perceptions of fairness, organizational attractiveness, belief in bias against majority members, and organizational support for diversity were examined. Political affiliation was expected to significant interact with these perceptions. This study found that conservative employees consistently produced data that has statistically significant interaction effects: fairness, majority bias, and organizational attractiveness.

DEI Initiatives and Job Satisfaction—a Meta-analysis (Poster - 198631)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Barnes, D., & Barrett, J. (2023). DEI Initiatives and Job Satisfaction: A Meta-Analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A rapidly growing number of organizations implement DEI related procedures within their organizations, which ideally positively affects the employees. However, a limited amount of research looks at how various workplace DEI initiatives affect employee job satisfaction. In this study, authors started with a qualitative review of the existing literature. They then examined the relationship between DEI initiatives and job satisfaction. Analysis indicated a positive relationship between DEI initiatives and job satisfaction ($p = .05$).

Analyzing Female Employee Experiences: A Topic Modeling Approach (Poster - 198647)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Delice, F., & Elfeki, Y. (2024). Analyzing Female Employee Experiences: A Topic Modeling Approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study employs LDA topic modeling to analyze female employees' feedback on workplace experiences from FairyGodBoss's Top 30 Companies for Women. Results highlight the significance of an inclusive workplace, support for women in leadership, and work-life balance. Despite limitations, this research shows the importance of listening to women's voices for an inclusive and empowering work environment.

Day-to-Day Identity Management Among Workers With ADHD: The Role of Social Support (Poster - 198690)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Bohrer, E., Luchetti, L. F., Santuzzi A. M., Finkelstein, L. M., & Keating, R. T. (2024, April). Day-to-day identity management among workers with ADHD: The role of social support [Poster presentation]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Workers with ADHD face employment obstacles related to managing their disability. When faced with the disclosure dilemma, many individuals decide to conceal their condition to avoid anticipated stigma; however, previous research suggests effortful identity management is detrimental to worker well-being. This study utilizes a daily diary methodology to investigate the daily experiences of workers with ADHD. Results suggest that interpersonal level social support functions to reduce the effort put into identity management and is associated with better well-being for workers with ADHD.

A Scoping Review of the Workplace Neurodiversity Literature (Poster - 198715)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Nault, E., Oberkirch, C. & Sabat, I. E. (2024). A Scoping Review of the Workplace Neurodiversity Literature [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Neurodiversity has become an increasingly discussed topic within I-O psychology but is often defined inconsistently with research emanating from various fields. The lack of agreement about what neurodiversity is has hindered the ability of I-O psychologists to study and understand this important topic. This scoping review synthesizes literature across disciplines to understand how researchers are currently operationalizing neurodiversity and related terms within organizational contexts. Recommendations for future on the workplace experiences of neurodivergent individuals are discussed.

Stereotype Threat and Intragroup Marginalization: Racial Trauma in Minority Workers (Poster - 198757)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: King, K., Rauvola, R., Chackoria, J. (2024). Stereotype Threat and Intragroup Marginalization: Racial Trauma in Minority Workers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Studies on workplace discrimination haven't examined multiple sources of discrimination simultaneously or considered intragroup marginalization, which is important to fully understand experiences of marginalized workers in the US. This study addresses these limitations by examining impacts of stereotype threat at work and intragroup marginalization on racial minority workers' experiences with racial trauma. Significant main effects of both predictors were found, that is, the more stereotype threat and intragroup marginalization participants experienced, the more racial trauma they reported.

Change in Perceptions of Minority Candidates for Precarious Leader Roles (Poster - 198761)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Roberson, A.F., Jones, K.S., & Hunter, S.T. (2024). Change in perceptions of minority candidates for precarious leader roles [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The influence of stereotypes and change signaling on the emergence of the glass cliff was examined via a longitudinal vignette study. Specifically, the indirect effect of gender and racial minority status on perceived leader suitability for precarious mid- and executive level leadership roles were examined over time. Overall, results elicited no support for the emergence of the glass cliff across leadership levels. Contrary to the glass cliff literature, occupational minority candidates were perceived as greater signals of change, thereby enhancing perceptions of their suitability for stable, but not precarious, leadership scenarios. Further, changes in results over time suggest that social movements (i.e., Black Lives Matter, Stop Asian Hate) may have temporary effects on perceived leader suitability for occupational minority candidates, indicating that societal dynamics of race and gender may indeed play a role in leadership selection processes.

Racial Discrimination and Work–Family Conflict: A Multiple Mediation Model (Poster - 198815)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Awasty, N. & Shukla, J. (2024). Racial Discrimination & Work Family Conflict: A Multiple Mediation Model. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In the face of increasing workplace diversity and heightened awareness of racial discrimination, this study examines the effects of racial discrimination on work–family conflict. Authors highlight 3 theoretically distinct mediating mechanisms that help explain the downstream effects of racial discrimination at work on work–family conflict using an archival dataset consisting of 671 individuals. Results suggest that of the 3 competing mediating mechanisms, job stress was the primary mediator explaining our effects.

Caring for Caregivers: Experiences and Solutions to Support Caregivers in Academia (Panel Discussion - 197502)

2:00 PM – 3:20 PM | Location: Swissotel Vevey 1/2

Authors: Ahmad, A. S. (Co-Chair), McCauley, R. (Co-Chair), Cheung, H. K., Fletcher, K., Hideg, I., Offermann, L. Reynolds-Kueny, C., Hatif, H. S. (Non-Speaking). (2024). Caring for caregivers: Experiences and solutions to support caregivers in academia [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel will present practical next steps in supporting caregivers in academia from administrative, women and men, intersectional, and graduate student perspectives. The discussion will focus on solutions to supporting caregivers in academia at both the individual and institutional levels.

Supporting Employees With Chronic Health Conditions and Disabilities (Alternative Presentation - 197314)

2:00 PM – 3:20 PM | Location: Swissotel Vevey 3/4

Authors: Robertson, M. M. (Co-Chair), Kendrick, M. K. (Co-Chair), Dimoff, J. (Panelist), Finkelstein, L. (Panelist), McGonagle, A. (Panelist), Santuzzi, A. (Panelist), Wessel, J. (Panelist), & Whelpley, C. (Panelist). (2024). Supporting employees with chronic health conditions and disabilities [Alternative session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Six panelists will discuss the state of the science on supporting employees with chronic illnesses and disabilities. The discussion will conclude with practical takeaways for people with chronic illnesses and disabilities, supporters, and researchers. Following the panel discussion, the panelists will engage in speed mentoring with attendees. During this time, panelists will be asked to provide advice and resources to address attendees' ideas, questions, and concerns related to supporting employees with chronic illnesses and disabilities.

New Innovations and Advancements in Personality Assessment (Round 3) (Ignite - 198427)

2:00 PM – 3:20 PM | Location: Zoom Room 1

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Foster, J. F., Delgado, K., Du, Y. Y. L., Harms, P., Mayfield, D., Bovenschen, M., Stone, T., Butera, H. (2024). New innovations and advancements in personality assessment (Round 3) [Ignite]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This Ignite session will highlight a range of research projects aimed at exploring innovative ways to measure and use personality. The session includes new topics and updates from ongoing lines of research and involves research conducted by individuals representing a range of roles and perspectives. Topics include unique item types, predicting performance ratings from different rater sources, deriving personality and interests from social media behavior, gamified and implicit assessment techniques, and relationships between personality and employment trends such as quiet quitting.

Mastering Music: Music as a Data Source in I-O Psychology (Master Tutorial - 198396)

2:00 PM – 3:20 PM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Busick, C.D., & Hernandez, I. (2024). Mastering Music: Music as a Data Source in I/O Psychology [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This tutorial presents a novel approach to organizational research by using music listening patterns as a data source. Attendees will learn the potential of studying music as an environmental stimulus and psychosocial factor, offering a familiar and engaging method for research participants. Attendees learn to use the Spotify API to access participants' listening habits, as well as the analysis of acoustic properties and lyrical sentiment in music. Attendees are encouraged to have a Spotify account prior to attending and will receive hands-on experience implementing these approaches in code.

Too Important to Fade Away: Building DEI Programs That Endure (Panel Discussion - 198692)

2:00 PM – 3:20 PM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Hepperlen, M. (Co-Chair), Hill, C. (Co-Chair), Charles, K., Knutson, P., Powell, K., & Sackett, S. (2024). Too Important to Fade Away: Building DEI Programs that Endure [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In the aftermath of the 2020 tragic incidents of police brutality and the worldwide protests that followed, organizations rallied behind diversity, equity, and inclusion (DEI). However, recent trends suggest that the momentum behind DEI efforts may be waning. This panel discussion emphasizes the enduring importance of DEI in organizations and the pivotal role of HR and I-O professionals in sustaining these efforts. It highlights practical insights from organizational leaders and consultants experienced in designing real-world DEI programs, with an emphasis on creating lasting change.

Attracting, Hiring, and Retaining Talent in Law Enforcement (Symposium - 198391)

2:00 PM – 3:20 PM | Location: Swissotel Zurich AB

Authors: Chatterjee, D. (Co-Chair), Jacobs, R. (Co-Chair), & Alge, B. J. (Co-Chair) (2024). Attracting, hiring, and retaining talent in law enforcement. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States
Rineer, J., Taniguchi, T., Sobolewski, J., & Hoogesteyn, K. (2024). Recruiting law enforcement officers using digital advertising: A field experiment of messaging strategies. Bending, A., Malloy, C., Cheban-Gore, Y., Xue, Y., Scherbaum, C., Goldstein, H., Larson, E., Yusko, K. (2024). National survey of entry-level state police officer hiring practices. Holmes, J., Magalona, J., Chatterjee, D., Alanis, J., Ryan, A. M., Liebler, J. (2024). Should I stay or should I go? Factors contributing to attrition during training in policing. Ravid, D. M., Alge, B. J., Pitcher, B. D., Kyeremateng, T. K., & Behrend, T. S. (2024). Body-worn camera attributions moderate the effects of police visibility on burnout. Magalona, J., Ryan, A. M., Chatterjee, D., Seekamm, Jr., K., Liebler, J., Alanis, J. M. (2024). Leaving so soon? An analysis of withdrawal patterns from Academy training

Policing agencies are fertile, yet challenging ground to examine employee recruitment, hiring and withdrawal. Recently, policing agencies have faced staffing shortages. Multiple factors such as safety risks, negative media publicity, complex job demands, and negative health outcomes exacerbate this challenge. This symposium's 5 papers provide a multimethod lens through which attendees can better understand how to attract and select police officers and why they withdraw.

Research Incubator: Current Research and Professional Behaviors of the LGB Workforce (Alternative Presentation - 197475)

2:00 PM – 3:20 PM | Location: Swissotel Zurich C

Hatter, K. B. (Chair), Ruggs, E. N. (Facilitator) & Gardner, D.M. (Facilitator) (2024). Research incubator: Current research and professional behaviors of the LGB workforce [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Sevilla, M. (Presenter) & Valpone, S. (2024). A Systematic Review of the Research on Bisexual Employees' Identity Management Experiences in the Workplace over Time.

Hatter, K. B., Garcia, L. R. (Presenter), Beiza, A., & Ruggs, E. N. (2024). A story of relational demography: Exploring LGB identity management and job pursuit intentions.

Akib, M. (Presenter) & Wildman, J. (2024). Beyond Labels: Understanding the Complexities of LGB Employee Team Networks.

A variety of student-led LGB-centric research projects are offered. Presentations will focus on the current state of the LGB workforce literature, this community's relational demography perceptions, specific impression management tactics, and unique networking. This session will allow audience members to participate in constructive critiques of the work and development of the research's next steps. Subject matter experts will be in attendance to guide feedback and network. Session wrap-up will include pressing future LGB research questions.

Driving Personal Growth Through Professional Challenges: I-Os Share Their Stories (Panel Discussion - 197542)

2:00 PM – 3:20 PM | Location: Swissotel Zurich D

Authors: Bank, J., Chambers, B., Goldstein, H., Reynolds, D., Tippins, N., Tsacoumis, S. (2024) Driving Personal Growth through Professional Challenges - I/Os Share Their Stories. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, USA.

This session will contribute to a shared understanding of the development of I-Os' skills and maturity over the lifetime of their careers. Leading SIOP Fellows will share challenges and unsuccessful episodes they have experienced personally in their conduct of I-O and how they learned from them. Collectively, the session will explore how maturity evolved in these instances. The audience can draw their own conclusions on how these examples are relevant for them. Audience commentary will be invited.

Using Analytics to Accelerate Progress on Diversity, Equity, and Inclusion (Symposium - 198114)

2:00 PM – 3:20 PM | Location: Swissotel Zurich EF

Authors: Morris, S. B. (Chair) & McKay, P. F. (Discussant) (2024), Using Analytics to Accelerate Progress on Diversity, Equity and Inclusion [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Lezotte, D., & Cottrell, J. (2024). A Data-Analytic Approach to Uncovering Root Causes of Pay and Career Inequities Wang, Y., Hartmann, A., & Fleener, B. A. (2024). Using Role Overlap Analysis to Enhance Fairness at Work Wilson, K. (2024). Integrating Quantitative and Qualitative Data in Civil Rights Audits. Porter, M., & Morris, S. B. (2024). Assessing Gender Bias in Clinical Psychological Evaluation for Law Enforcement.

In the era of Big Data, access to large amounts of employee data coupled with advanced analytic tools can be leveraged to detect and understand disparities and guide organizational DEI initiatives. Translating analytics into action requires the identification of root causes, that is, the sources of bias, barriers, or differential opportunities that result in differential outcomes. This symposium will present several innovative approaches to DEI analysis, with an emphasis on using analytics to extract actionable insights from the data to guide meaningful organizational change.

Coffee Break with the Exhibitors

3:30 PM – 4:00 PM | Location: Hyatt - Riverside Exhibit Hall

BREAKFAST/COFFEE/LUNCH BREAKS

Coffee and snacks available in the Hyatt Riverside Exhibit Hall (bottom floor of Hyatt)

Leveraging AI Coaching For All with Experian, General Mills, & Schneider Electric (Partner Showcase)

4:00 PM – 4:50 PM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: Valence

Generative AI has the potential to upend traditional one-size-fits-all leadership and learning approaches - and for some forward-thinking companies, it already has. No longer bound by trading personalization for scale, Valence's new AI-powered Leadership Coach makes it easy to provide always-on, personalized, and actionable support to any leader or team. In this panel hear from Experian, General Mills, and Schneider Electric about what they've learned using AI in their work, and where they see AI technology supporting their talent and learning strategies in the future.

Navigating Neurodiversity: Neurodiverse Experiences Across Employment Stages (Symposium - 197826)

4:00 PM – 4:50 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Silver E. R. (Chair) (2024). Navigating Neurodiversity: Neurodiverse Experiences Across Employment Stages [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Santuzzi, A. M., Luchetti, L. F., Finkelstein, L. M., & Keating, R. T. (2024). Environmental Predictors of Well-being for Workers with ASD. Thomas, N., Keller, L., Lomborg, C. (2024). Should I Stay or Should I Go? Neurodiverse Employees and Their Way into Entrepreneurship. Nittrouer, C. L., Allen, J., & Neubert, E. (2024). Doing Well by Doing Good: Entrepreneurs' Perspectives on Recruiting Neurodiverse Employees. Bruyere, S. M., Chang, V., Saleh, M., & Vogus, T. (2024). Mental Models in Hiring Decisions and Applicants with Autism. Silver, E. R., Hebl, M., & Oswald, F. L. (2024). Pre-Employment Personality Testing Under High Stakes: Implications for Job Applicants with ADHD.

Neurodiversity (i.e., variations in cognition and psychological functioning captured by diagnoses such as autism, ADHD, dyslexia, etc.) in the workplace has received increasing attention in recent years. However, research on the barriers to, and facilitators of, equitable employment opportunities for neurodivergent employees remains sparse. This symposium presents novel research on how neurodivergent workers navigate their identities at various stages in the employment process: during selection, in their workplaces, and at key career decision points.

Competition: SIOP Student Consulting Challenge (Special Event - 199652)

4:00 PM – 4:50 PM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Licata, A., Sachau, D., Squires, B. (2024). SIOP Student Consulting Challenge: A Review and Presentation of Winners [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

After a great first competition in 2023, SIOP hosted the second student Consulting Challenge Case Competition! This competition provides graduate students the opportunity for exposure and experience with a realistic consulting project while building skills in collaboration, solution development, and executive presentation. In this session, the finalist teams will discuss their experience in the competition. The top team(s) will be recognized and presented with an award.

Fighting Common Misconceptions Found in Subfields of Organizational Science (Ignite - 198411)

4:00 PM – 4:50 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Christenson, K., (Chair), Japp, P. (Co-Chair), Shuffler, M., Rudolph, C. M., Reiter-Palmon, R., Allen, J. Carter, N., & Cronin, M. (2024). Fighting Common Misconceptions Found in Subfields of Organizational Science. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Misconceptions about research findings are prevalent across scientific fields. Media outlets engage in exaggeration/oversimplification in order to grab consumer attention. Further, cognitive biases and a lack of scientific literacy stop many from being able to critically evaluate scientific evidence, leading to a proliferation of falsehoods. This IGNITE! panel aims to debunk common myths related to organizational science. Panelists will share the most prevalent and frustrating myths they encounter in their respective fields and use their expertise to demonstrate these myths truly are false.

Forging Academic and Business Partnerships: Evolving HR Through Collaboration (Panel Discussion - 197819)

4:00 PM – 4:50 PM | Location: Hyatt Ballroom S CD

Authors: Lane, A. (Facilitator), Richmond, T.J., Jarrett, M., & Bliese, P. (2024). Forging Academic & Business Partnerships: evolving HR through collaboration [Panel]. Society for Industrial and Organizational Psychology Annual Conference, IL., United States.

Human resources plays a pivotal role in organizational success and creating a strong culture where teams perform at the highest level. This panel session delves into 2 collaborations between academics and business that facilitate innovative HR practice development, inform cutting-edge research, and cater to the needs of a diverse and evolving workforce, while executing a strong business strategy. Authors forge the gap between theory and practice, foster an ecosystem of continued progress within HR, and have a measured business impact. So, joint research is stronger AND the business benefits.

Award: Speech by Dunnette Prize Winners (Special Event - 199650)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall H

Authors: Kanfer, R., & Ackerman, P. (2024). Award: Speech by Dunnette Prize Winners [Alternative Session]. Society for Industrial and

Organizational Psychology Annual Conference, Chicago, IL, United States.

This Award Winner Address session features the co-winners of the 2024 SIOP Dunnette Prize Award, Dr. Kanfer and Dr. Ackerman. The audience will have an opportunity for questions and discussion.

Your Employee Survey Is Done, Now What? Best Practice Reporting and Action Planning (Panel Discussion - 198169)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall I

Authors: Fleck, C.R. (Chair), Brenner, J., Lowery, M., Pollack, R., Shepherd, W. J. (2024). Your employee survey is done, now what? Best practices for survey reporting and action planning [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will feature a panel discussion of best practices and advice from 4 leading experts on employee survey programs on the perpetually challenging stages of that occur after data collection: survey reporting and action planning. Topics will include effective communication, storytelling, promoting accountability, and providing actionable resources.

Industrial, Work, and Organizational Psychology and the United Nations: Present and Future (Alternative Presentation - 198272)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall J

Authors: Banerjee, N., Mullins, M., Olson-Buchanan, J., McWha-Hermann, I., & Glazer, S. (2024). Industrial, Work, & Organizational Psychology & the United Nations: Present & Future [Panel & Participant Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

SIOP-UN Committee members share current United Nations (UN) initiatives, SIOP practices, and graduate-program curricula, in addressing pressing societal objectives across the Sustainable Development Goals. Participants will engage in small group discussions to ideate research projects and interventions to improve UN-related advocacy, education, and student engagement. Through participant feedback, this session will help build an agenda that shapes SIOP's engagement with the UN and guidance that UN stakeholders might utilize to develop initiatives to meet societal needs.

Machine Learning for I-O 6.0: Advances in Organizational Applications (Symposium - 197350)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall K

Authors: Hickman, L. (Co-Chair), Liu, M. (Co-Chair). (2024). Machine Learning for I-O 6.0: Advances in Organizational Applications [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Machine learning (ML) is increasingly being used in the world of work. This symposium presents and integrates 5 papers that leverage state-of-the-art ML and natural language processing (NLP) techniques to advance organizational research and applications, ranging from identifying enemy items in test item banks via NLP to scoring interview responses in novel ways, to advance our understanding of the relationship between personality and job performance. Each paper uses ML or NLP to generate novel insights or to address novel research questions.

Beyond Instinct: Harnessing Assessments for Coaching Excellence (Panel Discussion - 197968)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall L

Authors: Brown, P., Vassar, A., Huber, A., Parker Williams, C., & Pieczonka, E. (2024). Beyond instinct: Harnessing assessments for coaching excellence. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session brings together 5 seasoned professionals in the assessment based coaching industry to share their unique experiences and perspectives on the power of using workplace assessments in coaching engagements. The panelists will discuss the importance of assessments, the strengths and limitations of assessments, and how to evaluate whether a coaching scenario has been successful. This introductory session will be insightful for all attendees, whether they're new to the coaching space, a seasoned veteran, or they are simply interested in hearing from the experts on this subject.

Navigating the STEM Talent Pool: Best Practices for Elevating Underrepresented Groups (Panel Discussion - 197747)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall MN

Authors: Riggs, S. D. (Co-Chair), Walton, H. (Co-Chair), Le Sante, D., Sodhi, K., To Dromgoole, B., Zemen, B. (2024). Navigating the STEM Talent Pool: Best Practices for Elevating Underrepresented Groups [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Panelists from 5 tech companies at the forefront of tech talent innovation will discuss strategies for elevating diverse talent in the ever-evolving STEM landscape. Together, they will explore evidence-based opportunities, challenges, and strategies in (a) innovative talent sourcing and recruitment, (b) equitable selection processes, and (c) creating truly inclusive socialization and professional development experiences.

All the Buzz: An Interactive Session Breaking Down Buzzwords (Alternative Presentation - 197925)

4:00 PM – 4:50 PM | Location: Swissotel Montreux 1

Authors: Ferguson, L. J. (Co-Chair), Neale C. A. (Co-Chair), Craig, S. B., Travis, J. A., Valone, A. L. Y., Wilgus, S. J. (2024). All the Buzz: An Interactive Session Breaking Down Buzzwords [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

There exist many fads, trends, and buzzwords in the practice of management consulting. In particular, buzzwords appear commonplace throughout media and laypersons' discussions of work, but are they helpful? Do they communicate complex phenomena in a more accessible manner, are they snake oil dressed up for deception, or are they popular taglines for important psychological constructs? This interactive session tackles all the current buzz in practice and produces a lively discussion of what is real, what is facade, and what does this thing even mean.

To RIASEC and Beyond: Advances in Vocational Interest Research (Symposium - 198361)

4:00 PM – 4:50 PM | Location: Swissotel Montreux 2/3

Recently, there has been a resurgence of research attention on vocational interests in I-O psychology. This renewed attention has been partly spurred by the application of new technologies (e.g., AI chatbots) and measurement structures (e.g., basic interests) to improve the assessment of interests in research and applied settings. Therefore, this symposium includes 5 papers that move beyond traditional measurement methods to advance understanding about the uses of interests for improving career guidance and fit assessment for diverse individuals:

- Hoff, K. A., Granillo-Velasquez, K., Hanna, A., Morris, M., Nelson, H., Oswald, F. L., (2024). A National Study of Gender Differences in Interests and Employment.
- Wu, F., Wang, P., Oswald, F. L. (2024). The Influence of Disability and Career Challenges on Vocational Interests.
- Chu, C., Sun, T., Zhang, B., & Rounds, J. (2024). Assessing Interests with the Artificial Intelligence Career Guidance Chatbot.
- Seitz, C., & Sun, T., (2024). Labor and Leisure: Investigating the Construct Space of Leisure Interests.
- Granillo-Velasquez, K. E., Hoff, K. A., Hanna, A., Oswald, F. L., Morris, M. (2024). Interest Fit and Career Choice Satisfaction: Comparing Advanced Methods of Measuring Fit

Poster Sessions: Staffing & Prosocial

4:00 PM – 4:50 PM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

The Role of Intellectual Humility in Sustainable Tourism (Poster - 196603)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Hendy, N.T., & Montargot, N. (2024). The role of intellectual humility in sustainable tourism development [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Intellectual humility as an antecedent of tourism development was examined in an online survey of 233 adults. A structural equations model controlling for common method variance and age and gender showed that intellectual humility was a positive antecedent of environmentalism, defined as reducing negative ecological impact of tourism development. Prosocial tendency operationalized as HEXACO Honesty–Humility was also a significant antecedent of negative ecological impact and positive economic impact of tourism development. Practical and policy implications of the findings are discussed.

Shielding Your Comrades: Employers as Financial Protectors (Poster - 196865)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Williamson, G. (2024). Shielding Your Comrades: Toward Financial Protection Behavior [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study proposes that employers will take (costly) action to promote the financial security of their employees. Organizational research has largely assumed that employers transact financial resources with their employees only as an incentive for performance, and thus exercise no agency to contribute to workers' financial security beyond incentivizing them. However, an inductive study of small firm owners finds that nearly half of surveyed employers have engaged in at least 1 of 6 distinct financial protection behaviors and identify motivational and situational antecedents.

The Selection Science–Practice Gap: A Model of User Reactions Toward Selection Tools (Poster - 196920)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Eichenauer, C. J., & Ryan, A. M. (2024). The Selection Science-Practice Gap: A Model of User Reactions Toward Selection Tools [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Hiring managers' beliefs about selection procedures dictate the extent to which they utilize candidate information from these procedures in hiring decisions. Users' selection procedure beliefs are often misinformed, and a theoretical framework explaining them is lacking. Authors introduce a model that explains how users view and evaluate selection procedures. The model posits that use is driven by predictiveness and fairness evaluations, which are informed by 7 dimensions of user reactions toward properties of predictor methods and constructs. Implications and future directions are discussed.

Detecting Interview Faking in Virtual Interviews Using Cognitive Interventions (Poster - 196921)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Moon, B., Bourdage, J. S., & Roulin, N. (2024). Detecting Interview Faking in Virtual Interviews using Cognitive Interventions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors tested 3 variants of the reverse-recall cognitive load intervention in virtual interviews to better detect interview faking (i.e., deceptive impression management) among interviewees. All 3 variants, as well as interview faking use, were associated with higher cognitive load. Implementing the intervention during the first half of the interview was the most effective for better differentiating interviewees using interview faking. Overall, cognitive load interventions appear to be promising to address faking in job interviews, although more research is needed.

Discrimination Is Not OK, But...: When Is Discrimination Based on Political Orientation (Poster - 197120)

4:00 PM – 4:50 PM

POSTER SESSIONS

Political orientation discrimination affects hiring as it can generate hostility toward differing political views. This study, involving 667 French participants, explored the justification of such discrimination. Results showed that politically dissimilar but not perceived similar individuals viewed discriminatory hiring decision as more legitimate. Those perceiving the candidate as similar were more willing to cooperate. These findings emphasize the impact of political similarity on legitimizing discrimination and suggest organizations train employees to manage diverse political candidates.

Job Ad Gender Cues and Women's and Men's Interest in a Job—a Meta-Analysis (Poster - 197164)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Buettner, J. C. & Melchers, K. G. (2024). Job Ad Gender Cues and Women's and Men's Interest in a Job – A Meta-analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors meta-analytically examined the impact of female gender cues in job ads on women's and men's interest in a job and potential moderators. Across 35 studies, they extracted 70 effect sizes for women (N = 8012) and 49 for men (N = 4392). Overall, a small effect of female gender cues on women's interest that was moderated by the comparison condition and the implementation method of gender cues. For men, there was a 0 overall effect, although a trend for the impact of a leadership position emerged.

On the Go: Exploring the Use of Interview Anxiety Interventions in an AVI Setting (Poster - 197275)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Harwood, H., Moon, B., Lee, J., Bourdage, J.S. & Powell, D.M. (2024). On the Go: Exploring the Use of Interview Anxiety Interventions in an AVI Setting [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the effectiveness of interview anxiety reduction interventions in an asynchronous video interview (AVI) setting. Using an experimental design (N = 218) with undergraduate students completing a mock AVI, they tested the effectiveness of 2 interventions (compared to a control group) and how they affected interview anxiety, and mediating mechanisms, and other relevant outcomes: interview faking, procedural justice, and performance. Findings demonstrated that the anxiety interventions were able to reduce interview faking and negative self-thoughts.

The Role of Cognitive Ability on Impression Management in Job Interviews (Poster - 197292)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Moon, B., Law, S. J., Bourdage, J. S., Roulin, N., & Melchers, K. G. (2024). The Role of Cognitive Ability on Impression Management in Job Interviews [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors explored how interviewees' cognitive ability and personality influence their impression management (IM) use. 166 undergraduate business students participated in mock face-to-face interviews with real recruiters. Cognitive ability, honesty–humility, conscientiousness, and perceived incongruency were negatively related to deceptive IM. Honesty–humility was negatively, and extraversion was positively related to honest IM. Overall, findings provide a more comprehensive understanding of how interview IM relates to interviewee individual differences in job interviews.

Occupations, Skills, and Work Outcomes of Psychology Baccalaureate Graduates (Poster - 197339)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Butler, A. B., & Gasser, M. B. (2024). Occupations, skills, and work outcomes of psychology baccalaureate graduates. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL., United States.

Advancing APA's goal of professional development for undergraduate psychology majors requires understanding the jobs held by graduates. A sample (N = 102) of BA graduates provided SOC codes for their job, which we linked to O*NET skill importance ratings. Many skills, including those developed through higher education, were rated as very important, but 2 skills central to the psychology curriculum, math and science, had low importance ratings. Participants generally believed that the psychology major was relevant to their job, and job relevance was strongly related to job satisfaction.

Sorry for the Noise: The Impact of Auditory Interruptions on Virtual Interviews (Poster - 197427)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Shultz, E. P., Wong, A., & Scherbaum, C. (2024). The impact of auditory interruptions on virtual interviews [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Virtual interviews are now the norm of most selection procedures, though access to quiet settings at home may differ among job applicants and influence their performance. This study examines the impact of auditory interruptions, such as the noises of a baby crying and construction, on male and female candidates' performance during virtual interviews. Findings revealed that participants did not evaluate candidates differently based on the type of interruption, though gender disparities were observed on several criteria: likelihood to hire, resilience, and politeness.

Here is the link to the

poster: https://docs.google.com/presentation/d/1HDvZq6uh6XKQPjvF3TaJOVQcAdHHruE_jgcXFrTHIUU/edit

Here is the link to the written proposal: https://docs.google.com/file/d/1EAINvQ8rW2og-XL8weWLiD5RaN9XC42u/edit?usp=doclist_api&filetype=msword

Here is my LinkedIn: www.linkedin.com/in/paisleyshultz

Talk Hope Not Hype: Hope and Optimism Rhetoric and Social Venture Pitch Outcomes (Poster - 197448)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Yoon, H. & Kim, K. (2024). Talk Hope Not Hype: Hope and Optimism Rhetoric and Social Venture Pitch Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

There is insufficient research on effective language usage within social entrepreneurship. Authors analyzed 207 pitch texts to examine the impact of hope and optimism rhetoric on social venture competition outcomes. Findings indicate venture teams' use of hope rhetoric increases the likelihood of becoming finalists, whereas using optimism rhetoric has an inverse effect. Notably, the positive relation between hope rhetoric and finalist selection was stronger when venture team's status was high. These results provide valuable insights into crafting persuasive messaging for social entrepreneurs.

"By Jove, I Think They've Got It!" Implicit Potential Theories (Poster - 197488)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Romero, M. R., Costanza, D. P., Momcilovic, P., H., & Perez, J. E. (2024). "By Jove, I think they've got it!" Implicit Potential Theories [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In the workplace and across domains, people often observe that a particular person "has potential." However, theory and practice offer limited understanding and evidence about what indicates "potential" and how this elusive concept is attributed to individuals. This study lays the framework to develop a measure of potential based on what people believe it to be providing value to the theory and practice of strategic workforce planning and employee development.

When Job Ads Turn Qualified Ethnic Minorities Down: Metastereotypes Matter (Poster - 197503)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Van Muelem, D. & Deros, E. (2024). When job ads turn qualified ethnic minorities down: Metastereotypes matter [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

How ethnic minority job seekers perceive person requirements in job ads remains largely understudied. Investigated was whether person requirements one has a negative metastereotype about lowered job attraction and whether the way these requirements were worded (behavioral vs dispositional) moderated effects. Negative metastereotypes lowered job attraction. Wording had no effect. Threat and challenge were investigated as potential explanations. Challenge was lower for ads containing behaviorally worded negative metastereotypes and mediated effects of these trait requirements on job attraction.

Media Salience Effects on Racial Discrimination in Hiring Decisions (Poster - 197616)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Childers, M., Yu, S., Den Houter, K. M., & McAbee, S. T. (April, 2024). Media Salience Effects on Racial Discrimination in Hiring Decisions. Poster Presented at the 39th annual meeting of the Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigates media salience's impact on hiring decisions concerning racial and ethnic minorities. Using a controlled experiment, this study explores the influence of media content on people's evaluations of applicants (Asian, Latinx, Black, and White). Surprisingly, media salience exposure did not significantly affect hiring decisions. Despite limitations, this research sheds light on further examination on media's role in workplace judgments.

Making Work With Nonprofits More Accessible: A Latent Profile Analysis Walkthrough (Poster - 197646)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Ng, M. A., Gregory, A. D & LeNoble, C. A (2023, April). Making work with non-profits more accessible: A latent profile analysis walkthrough. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors describe the use of latent profile analysis (LPA) to support data-driven practices in nonprofit organizations (NPOs) and encourage prosocial work among I-O psychologists. Using the freely available statistical software, jamovi, they provide a practice-oriented LPA walkthrough, analyzing real-world membership data from a state-wide NPO. They discuss not only the results of the LPA, which revealed five member profiles with varying interest and engagement levels, but also how IOs can use this approach to provide actionable insights for NPOs aiming to better serve their members.

Attitude Toward AI Interviewing: Scale Development and Validation (Poster - 197687)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Yu, K.Y.T., Yu, S. & Wu, T. (2024). Attitude Towards AI Interviewing: Scale Development and Validation. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The increasing integration of artificial intelligence into job interviews highlights the critical need to understand job applicants' attitudinal responses to such practices. However, existing research remains fragmented, primarily due to variations in the theoretical constructs and their respective measures under investigation. To address this issue, this paper consolidates existing literature and introduces the construct of attitude toward AI interviewing, which reflects an individual's beliefs about the acceptability of AI interviewing in a selection process.

Improving Recruitment and Retention of Volunteers With Personality Targeted Messaging (Poster - 197697)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Dunlop, P.D., Holtrop, D., Gagné, M., Cordery, J.L., & Soo, C. (2024). Improving recruitment and retention of volunteers with personality targeted messaging [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Volunteer organizations (VIOs) grapple with recruitment and retention, often stemming from indiscriminate recruiting strategies that garner poorly fitting volunteers. In collaboration with a large VIO, authors devised a recruitment intervention, targeting volunteers with personality traits inversely related to turnover. Through 2 surveys (combined N = 338) and a quasi-experimental study (N = 786 new recruits), it was found that designing trait-targeting appealing recruitment messages was possible, but recruitment intervention did not successfully attract volunteers high on the targeted traits.

Applicant Reactions to Automated Assessments: Moderation by Job Type (Poster - 197722)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Acikgoz, Y., Pollard, C., Culver, M.D., & Huelsman, T. J. (2024). Applicant Reactions to Automated Assessments: Moderation by Job Type [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the impact of job type on applicant reactions to automated assessments. Participants were randomly assigned to one of the 4 job descriptions (white vs. blue collar and remote vs. in-person) and asked about their reactions to automated and traditional assessments for the job they viewed. The results suggest that participants had more negative reactions to automated assessments for the blue-collar job compared to the white-collar job, but no such difference existed for traditional assessments. No differences were observed between in-person and remote jobs.

Hiring for Merit or Diversity: Political Ideology and the Diversity-Validity Dilemma (Poster - 197744)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Meyer, R. D., Hemsey, D., Rich, T., & Lenz, M. (2024). Hiring for Merit or Diversity: Political Ideology and the Diversity-Validity Dilemma [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using a sample of participants with hiring experience, the authors demonstrate that liberals and conservatives differentially value validity and diversity in personnel selection system design. Specifically, both liberals and conservatives value validity, but liberals emphasize making selection decisions in ways that also increase workforce diversity. The authors hope these findings will help to encourage dialogue within the field about the technical, legal, and moral potential of using the tools of personnel psychology to increase workforce diversity.

Artificial Intelligence in Selection Systems: Determinants of Applicant Reactions (Poster - 197756)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Horta, L. & Viswesvaran, C. (2024). Artificial intelligence in selection systems: Determinants of applicant reactions. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Examined the relationship between employee selection system considerations (AI raters vs. human raters, interviews vs. resumes) and applicant reactions (organizational trust and procedural justice). A sample of 338 university students were randomly assigned to have their resume or interview rated by a human hiring manager or an AI rater. Results showed that participants perceived selection procedure as less procedurally just and were less trusting of the organization when evaluated by AI. Reactions were more positive when they were hired (vs. rejected) for the position.

A Meta-Analysis on the Effects of Nonstandard Language in Job Interviews (Poster - 197766)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Basch, J.M., Schulte, N., Hay, H.-S., & Melchers, K. G. (2024). A meta-analysis on the effects of non-standard language in job interviews. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This meta-analysis summarizes the results of 22 primary studies that compared applicants with accents or dialects with applicants speaking standard language and assessed different dependent variables related to hiring decisions in job interviews. The $k = 109$ effect sizes were assigned to the dependent variables of competence, warmth, and hirability. Nonstandard speakers were rated as less competent, less warm, and less hireable compared to standard speakers, whereas publication bias had only limited effects. Thus, nonstandard speakers might be disadvantaged in personnel selection contexts.

Playing the Field: Perceptions of Game Framing Across Job Levels and Industries (Poster - 197778)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Campbell, C., McChesney, J. E., McMahan, K., & Foster, L. L. (2023, April 18-20). Playing the Field: Perceptions of Game-Framing Across Job-Levels and Industries [Poster]. 39th annual meeting of the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This preregistered experiment investigates how game framing, labeling a selection test as a game without altering its content, affects perceptions of a hypothetical hiring tool and organization across diverse industries and job levels. Participants ($N = 402$) were randomly directed to a hypothetical organization's website, where selection tests were described as either online tests or games. The impact of game framing on perceptions of job relatedness and organizational attraction varied by industry but not job level.

The Role of Organizational Political Affiliations in Employee Recruitment (Poster - 197841)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Rosenblatt, A., Chakrabarti, A., Ferroni, A., & Peng, Y. (2024). The role of organizational political affiliations in employee recruitment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This experimental study explored how one's perceived level of similarity between their own political affiliation and that of an organization impacts recruitment outcomes. Using mock LinkedIn profiles of a liberal, conservative, and politically neutral company, it was found that perceived political affiliation similarity positively related to organizational attraction and person-organization (P-O) fit, and in turn, predicted intent to apply and accept a job offer from the organization. Theoretical and practical implications are discussed.

A Dynamic Investigation of Applicant Impression Management: Profiles and Personality (Poster - 197882)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Schmidt, J.A., Lukacik, E.R., Bourdage, J.S., & Dunlop, P.D. (2024). A Dynamic Investigation of Applicant Impression Management: Profiles and Personality [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study explores how individual differences shape applicants' impression management (IM) behaviors over time. Study 1 analyzes responses from 743 job applicants, identifying 4 distinct response patterns over multiple applications. Study 2 examines the influence of honesty-humility on these profiles with 180 professionals. Those with higher honesty-humility displayed less favorable perceptions for IM profiles that changed over time. These findings shed light on how applicants adapt IM strategies and have practical implications for employers in identifying adaptive IM behaviors.

Shaping Applicant Experience: Cultural Insights on Biodata Questions

4:00 PM – 4:50 PM

POSTER SESSIONS

Applicant reactions to a label or a brief description of selection method in a national context yield limited guidance for organizations looking to enhance applicant experience. This novel vignette study shifts the focus to establishing the effect of a specific feature of a selection method—the propriety of biodata questions and understanding the influence of individual-level culture—power distance. Findings indicate appropriate biodata questions increase fairness perceptions, leading to better organizational appeal, and job acceptance, particularly for low power distance applicants.

The Effects of Candid Responding Across Roles Within Selection Assessment (Poster - 198109)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Stone, A. L. & Ugueto-Rey, G. A. (2023). The effects of candid responding across roles within selection assessment. [Poster] Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Socially desirable responding remains a major concern for both scientists and practitioners. Using signaling theory, this study examined how applicants with socially desirable responding tendencies may be rewarded within assessments but may have a worse assessment experience. A sample of 485,829 job applicants for a national retail chain's selection system across 4 hierarchically distributed roles was examined. Candid response patterns were found to be associated with lower scores on the selection assessments but also more positive feedback and shorter assessment taking times.

Examining the Psychological Outcomes of Decent Work (Poster - 198162)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Hesson, Z. B., Converse, P. D., Milosevic, M. (2024). Examining the psychological outcomes of decent work. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research on decent work (DW) and its impact on individuals is limited. Drawing from psychology of working theory, authors explored how DW predicts work need satisfaction which then relates to meaningful work (MW) and life satisfaction. Results indicated that the complementary values, access to health care, and safe working conditions dimensions of DW explained the most variance in satisfying work needs. Also, indirect effects were found through social contribution and autonomy need satisfaction for MW, and through survival, autonomy, and relatedness need satisfaction for life satisfaction.

Virtual Reality SJT Versus Paper SJT: (Dis)Advantage for Older Applicants? (Poster - 198263)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Schellaert, M., Oostrom, J. K., Deros, E. (2024). Virtual Reality SJT versus paper SJT: (Dis)advantage for older applicants? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using the modular approach of personnel selection tests, this study investigated the relationship between age and SJT performance and underlying age-related factors. Results of a 2-conditions (SJT stimulus format: text- versus virtual reality-based) within-subjects design among 121 participants showed a positive relationship between age and SJT performance (measuring leadership). Chronological age was positively related to leadership experience and negatively to oculomotor symptoms. No moderation effect of stimulus format was found.

Do As I Say Not As I Do: Organizational Responses During COVID-19 (Poster - 198367)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Eads, L. D., Shepard, A. K., & Svyantek, D. (2024). Do As I Say, Not As I Do: Organizational Responses During COVID-19 [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

During the pandemic, organizations could have responded substantively by enforcing preventative measures. Conversely, they could have responded symbolically by claiming that they imposed these substantive actions without enforcing them. Previous research demonstrated that organizational responses impact employee commitment, but this study examines responses in the context of COVID-19. Results indicate that the responses imposed during the COVID-19 pandemic had implications that impacted employees' commitment. Findings can be used to inform organizations on how to handle future crises.

Emotionally Capable to Do the Right Thing: Predicting Ethical Outcomes (Poster - 198513)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Carver, S. J., & Woodley, H. J. R. (2024). Smart enough to do the right thing: Predicting ethical behaviors [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Emerging research has found that emotional intelligence predicts ethical behavior; however, some have argued that this process is more complex. Authors investigated the role of emotional intelligence on ethical decision making, university citizenship behaviors, and counterproductive university behaviors among business students (N = 143). Although they did not find emotional intelligence was significantly related to ethical behaviors, findings revealed a more nuanced relationship was at play. Specifically, they found support for academic self-efficacy as an important mediator in this process.

The Impact of Value Alignment in Online Reviews on Applicant Attitudes and Intentions (Poster - 198521)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Maindizze, H. T. & Randall, J. G. (2024). The impact of value alignment in online reviews on applicant attitudes and intentions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing on signaling theory, authors examined whether perceptions of personal and organizational value alignment, informed by anonymous online reviews (akin to Glassdoor), influence organizational attraction and recommendation intentions, with P-O fit as the mediating explanatory mechanism. Experimental results indicated support for the predicted effects, suggesting that applicants interpret signals about organizational values in online reviews, with ramifications for applicant reactions and recruitment.

Using Overt Integrity Tests to Predict Driving Accidents (Poster - 198709)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Smith, T. R., Gilliland, S. W., Slaughter, J. E. (2023). Using Overt Integrity Tests to Predict Driving Accidents [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Organizations face a growing challenge as the number of drivers in organizations increases and crashes while driving are the leading cause of death among workers. Overt integrity tests have been successful in predicting counterproductive behavior and this study extends that research into predicting dangerous driving. Authors tested to what extent overt integrity tests predict dangerous driving behaviors and the number of driving accidents caused in a 236-participant sample. Findings support this mediation model, even when accounting for age, hours of driving per week, and personality.

A Winning Approach to Team Coaching: The Dos and Don'ts (Panel Discussion - 198789)

4:00 PM – 4:50 PM | Location: Swissotel Vevey 1/2

Authors: Rau, K. N. (Chair), Scymcyk, J. M. (Author), Caillet, A., Donohue, J., Jenkins, J., Larson, C., & McNelly, T. (2024). A Winning Approach to Team Coaching: The Do's and Don'ts [Panel discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel is designed to build upon SIOP's 2022 Team Coaching Workshop and share knowledge and best practices concerning team coaching. The panelists of this session, which include the original workshop's organizers, will discuss key considerations of team coaching including important predictors and inputs, the nature of team coaching, and its desired impact. This session will include 5 panelists with deep coaching expertise and a variety of backgrounds and perspectives, both internal and external to organizations. Audience Q&A will also be highly encouraged.

Group and Team Coaching: Expanding Beyond the Individual (Panel Discussion - 198365)

4:00 PM – 4:50 PM | Location: Swissotel Vevey 3/4

Authors: Sandell, K. J. (Chair), Kiersch, C., O'Malley, A., & Tanner, W. (2024). Team and Group Coaching: Expanding Beyond the Individual [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In this session, experienced coaches will share their perspectives on the characteristics and benefits of group/team coaching. Topics will include contexts in which group/team coaching is effective, outcomes of group/team coaching, and specific skills coaches of groups/teams might need.

Invited: Conversations at All Stages of I-O (Special Event - 199632)

4:00 PM – 4:50 PM | Location: Zoom Room 1

VIRTUAL LIVE SESSIONS

Authors: Bourque, L., Doverspike, D., Flinchum, J. R., Foster, J. L., Kreamer, L. M., Loignon, A. C., Martin-Raugh, M., Morrison, P. J., Ong, X. W., Siuta, R. L., & Stock, G. (2024). Invited: Conversations at All Stages of I/O [Alternative Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session consists of I-O graduate students, professionals, practitioners, and academics at different stages of their careers. After a brief introduction, authors will invite attendees to the breakout rooms of their interests, where different speakers will facilitate conversations around critical moments in the career trajectory for I-Os, which includes navigating the stresses of graduate school, being on the job market for both industry and academia, transitioning into a new academic and industry job, job progression (tenure, promotion), and post tenure (retirement, late-career issues).

Achieving Social Justice in Organizational Change (Alternative Presentation - 197045)

4:00 PM – 4:50 PM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Scott, K. S. (Chair). (2024). Research incubator: Achieving social justice in organizational change [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session presents highlights from 4 papers that identify the demands, challenges, and potential opportunities in the study and practice of organizational change when I-O scholars and practitioners commit to the goal of achieving social justice through their work. Breakout group discussions will be facilitated to explore themes and opportunities for intellectual activism, followed by a full-group discussion to close the session.

Scholars and practitioners of organizational change are invited to join an open online collaboration project to construct a Social Justice in Organizational Change anthology: <https://sjoc.pubpub.org/sjoc-anthology-toc>.

Afraid I-O Will Be Replaced by A-I? Skills for the Modern I-O (Panel Discussion - 197954)

4:00 PM – 4:50 PM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

Authors: Garrow, J. (Chair), Knott, M., Lazarus, E., O'Mera, B., Prabhu, N. (2024). Afraid I-O will be Replaced by A-I? Skills for the Modern I-O [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The goal of this session is to explore ways that I-Os can go beyond formal training and typical job roles to gain a broader set of experiences and become more effective and modern practitioners. Panelists will share their efforts to become more well-rounded and how these experiences have helped them to be more effective in their role. Ideas discussed will include on-the-job experiences, educational degrees, and informal avenues of development.

Your Personal Assistant: A Guide to Harnessing the Power of Large Language Models (Master Tutorial - 198633)

4:00 PM – 4:50 PM | Location: Swissotel Zurich AB

Authors: Marin, S., Chekili, A., & Hernandez, I. (2024). Your Personal Assistant: A Guide to Harnessing the Power of Large Language Models [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

This beginner's tutorial highlights the opportunities offered by large language models (LLMs) like ChatGPT to I-O psychology, walking attendees through different decision points and use cases in practice. Attendees in this session will: (a) learn about the fundamentals of text analytics and its relevance in I-O psychology; (b) understand foundational concepts of LLMs, including training, tuning, and architecture, and differentiate them from other natural language processing models; and (c) learn how to build and implement LLM-based tools s text classification and summarization in I-O psychology. Please bring your laptop.

Hitting the Target: The Use of Employee Survey Scores in Performance Management (Alternative Presentation - 198421)

4:00 PM – 4:50 PM | Location: Swissotel Zurich C

Authors: Cancel, Y. M., Hulett, A.L. (Co-Chairs), Granger, B.P., McNeal, K.D., Perel, C.D., Turner, M. (Panelists) (2024). Hitting the target: The use of employee survey scores in performance management [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This mashup style alternative session explores 2 seemingly conflicting sets of I-O psychology best practices around using employee survey scores to set performance targets for organizations and managers. On one hand, this practice aligns with performance management best principles, yet from an employee listening perspective, it brings forth risks that may undermine the purpose and value of the employee survey. Experts from both contexts will explore this topic from all sides and together determine a path forward for organizations honoring both sides.

The Effect of Affect: Exploring the Role of Negative Affect in the Workplace (Panel Discussion - 198668)

4:00 PM – 4:50 PM | Location: Swissotel Zurich D

Authors: Polavarapu, A. (Co-Chair), Das, G. (Co-Chair), Sorensen, M. B., (Co-Chair), Barratt, C.L. (Co-Chair), Beal, D. J., Gibson, D. E., Jex, S. M., & Kaplan, S. (2024) The Effect of Affect: Exploring the Role of Negative Affect in the Workplace [Panel]. Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Exploring the role of negative affect, this panel will trace its historical development, highlight unique theoretical contributions, and explore its ability to predict specific workplace behaviors. The discussion will also focus on differentiating between negative affect as a transient state and stable trait as well as explore its independent nature from the construct of positive affect. Ultimately, this panel aims to revisit unresolved questions in the literature as well as pose new ones, offering insight into NA's practical implications and relevance to both academia and organizations.

Unlocking Organizational Excellence: Exploring Competencies in the Modern Workplace (Panel Discussion - 197313)

4:00 PM – 4:50 PM | Location: Swissotel Zurich EF

Authors: Gertner, R. G., Williams, B. C. (Chair), Williams, K. C., Jordan, B., Nesnidol, S., & Rowles, P. (2024). Unlocking organizational excellence: Exploring competencies in the modern workplace [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The intent of this panel discussion is to share tips and processes on establishing buy-in for building competency models, their identification, assessment, and integration into HR processes. I-O practitioners from varying backgrounds and industries will offer unique insights and best practices for the audience. Topics will include best practices for developing, validating, and embedding competencies for driving organizational success.

COI: AI in Action: Real-World Implementations in Personnel Selection (Community of Interest - 199562)

4:00 PM – 4:50 PM | Location: Swissotel Zurich G

Authors: Kochert, J., Brooks, R. & Seybert, J. (2024). AI in Action: Real-World Implementations in Personnel Selection [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The growth of AI tools in personnel selection emphasizes the importance of understanding their real-world applications. This session will start with a brief overview of AI's current role in hiring, followed by in-depth discussions where audience participants share how they're practically implementing AI and the challenges they face. Through these dialogues and real-world examples, this COI aims to offer SIOP members valuable insights into the evolving role of technology in creating more inclusive and efficient selection processes.

Innovations in Hiring for Dynamic Job Environments: A Case Study in Cybersecurity (Alternative Presentation - 197979)

4:00 PM – 4:50 PM | Location: Hyatt Ballroom N CD

Authors: Swiderski, D. J., Martin Kowal, J., Dovel, J. E., Dreibelbis, R. C., Bedwell, S. E. (2024). Innovations in hiring for dynamic job environments: A case study in cybersecurity [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Organizations face complex challenges resulting from the growing importance of highly skilled, dynamic jobs in nascent fields that align with their technology-forward workforce strategy. This interactive session brings together I-O practitioners who've consulted with experts in one such field, cybersecurity. They will discuss issues that come with working in this sector, focusing on defining cybersecurity work and hiring for in-demand knowledge and skills. They will share lessons learned and explore how their approaches can be adapted by others hiring in dynamic job environments.

The ONA Hype Cycle and Why This Time is Different (Partner Showcase)

5:00 PM – 5:50 PM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: Worklytics

Organizational Network Analysis (ONA) has experienced several waves of interest followed by skepticism, as use cases fail to deliver

on promised value. In today's era of automated, augmented, and distributed work, its importance has resurged, proving critical for navigating workplace complexities. This talk will explore ONA's evolution and provide real-world examples of use cases that show why this time is different. We'll demonstrate how ONA, now more than ever, provides essential, enduring benefits in understanding and optimizing organizational dynamics.

Set Fire to the Silos: Igniting Interdisciplinary Research and Practice in I-O (Ignite - 198010)

5:00 PM – 5:50 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Stark, H. P. (Co-Chair), Brossoit, R. M. (Co-Chair), Dimoff, J. K., Lynner, B. N., Toaddy, S. R., Fisher, G. G., Dik, B. J., Olson-Buchanan, J. B., & Vera, D. (2024). Set Fire to the Silos: Igniting Interdisciplinary Research and Practice in I-O [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

By showcasing areas of interdisciplinary work in I-O, this session will “set fire to the silos” that isolate disciplines and hinder collaboration. Presenters will identify ways to advance I-O research and practice by drawing from clinical psychology, criminal justice, architecture and environmental psychology, gerontology, religious studies, and economics and cognitive psychology. Appealing to individuals across career stages and roles, this session will inspire audience members to reconsider their research questions and/or practical workplace issues through an interdisciplinary lens.

The Accommodations Conversation: A Guide to Disability Inclusion at Work (Alternative Presentation - 197344)

5:00 PM – 5:50 PM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Forman, J. (Chair), Bruk-Lee, V. (Presenter), Charef, L. (Presenter), Rosiek, G. (Presenter), & Santuzzi, A. (Presenter). (2023). The accommodations conversation: A guide to disability inclusion at work. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Presenters will discuss accommodations as a pathway to workplace inclusion for individuals with disabilities. They will share a framework for thinking about inclusion at work along with considerations and resources for improving inclusion. After the presentation, the format shifts to small group case studies. Participants will have the opportunity to utilize the framework and resources provided to talk through real scenarios and develop an accommodation plan for an individual at work.

AI in Employee Selection Update: State and Local Laws, Federal Guidance, and Litigation (Panel Discussion - 197653)

5:00 PM – 5:50 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Timko, B. (Chair), Schmidt, D., Ray, N., Haimann, C., Miller, C., & Winterberg, C. (2024). All About AI in Selection: State and Local Laws, Federal Involvement, and Settlements [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Of the nearly 1 out of every 4 organizations that use automation and/or AI to support HR-related activities, 79% use artificial intelligence (AI) in recruitment and hiring. Concerns about bias, transparency, and explainability have resulted in a significant increase in regulation in this space. The goal of this session is to articulate the various regulations, at the state, local, and federal levels, and discuss recent case law affecting the use of AI in selection so that attendees leave with a thorough understanding of the legal landscape.

Selling Technopsychology: I-O Psychology in the HR Technology Market (Panel Discussion - 196606)

5:00 PM – 5:50 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Hunt, S.T., Clauson Closs, M., Golden, J.H., Granger, B., Hudy, M. (2024). Selling techno-psychology: IO psychology in the HR technology market [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

HR technology solutions enable companies to apply psychological methods across large numbers of candidates and employees. How does this technology get funded and built? Four psychologists with extensive experience developing human resource technology share insights from careers spent at the intersection of psychology, technology, and sales. Topics include balancing scientific practices with market realities, selling psychological science to nonscientific business stakeholders, and navigating entrepreneurial environments where profit and growth is valued more than evidence-based practices.

Versatile Leadership: Measurement, Validation, and the Curious Role of Personality (Symposium - 196858)

5:00 PM – 5:50 PM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Versatile leadership can be conceptualized as a higher order capability representing the balanced, flexible, and appropriate use of opposing yet complementary behaviors. This session explains a method for measuring leader versatility and provides (a) an empirical validation study, (b) a study revealing the paradox that personality predicts the behaviors that make up versatility but not versatility itself, and (c) a conceptual analysis contrasting historical and modern views of leader behavior and personality with implications for research as well as the development of versatile leaders.

Authors: Kaiser, R. B. (Chair) (2024). Versatile Leadership: Measurement, Validation, and the Curious Role of Personality [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Kaiser, R. B. (2024). Leadership Versatility: Measurement and Validation of a Meta-competency.

Sherman, R. A. (2024). Personality, Versatility, and Leadership Effectiveness.

Harms, P. D. (2024). Versatility: Personality, Leadership, and the Odyssey Ahead.

Hogan, R. (Discussant) (2024). Comments on Versatile Leadership

Navigating Imposter Syndrome as a Neurodivergent: An Exploration of Resilience

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall H

Authors: Cottman, J.G. (co-chair), Nuss, K. (co-chair), Savage, N., Ritterbush, E., & Cox, M. (2024). Navigating Imposter Syndrome in the Workplace as a Neurodivergent: An Exploration of Resilience and Authenticity. [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session seeks to delve into the intersection of imposter syndrome and neurodiversity, shedding light on the complexities faced by neurodivergent professionals. The panel aims to discuss strategies to foster resilience, authenticity, and a sense of belonging in the workplace. Through candid discussions and shared experiences, the panel seeks to empower both neurodivergent individuals and the organizations they contribute to, creating a more inclusive and supportive professional landscape.

A Closer Look at Validating and Implementing Skill-Based Practices (Panel Discussion - 198101)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall I

Authors: Trevino, S. (Chair), Curnow, C., Calderón, R., Heil, M., & Haas, C. (2024). A closer look at validating and implementing skill-based practices [Panel]. Society for Industrial and Organizational Psychology Annual Conference. Chicago, IL, United States.

Instead of relying on traditional indicators such as résumés and education, employers adopting skill-based practices focus on the skills individuals can contribute. Due to requests to further the conversation beyond last year's panel discussion on this topic, authors will now cover a narrower set of discussion questions that take a closer, more practical look at implementing and validating skill-based practices. The discussion will include developing skill frameworks, tracking skill attainment, and using skill-based practices for career pathing and boosting internal mobility.

Work–Family Dynamics Across the Lifespan: Supporting Workers at Every Intersection (Symposium - 196882)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall J

Authors: Morganson, V. J., Barthes, H. J., Phillips, R. N. (Co-Chairs), & Finkelstein, L. M. (Discussant) (2024, April 17). Work-family dynamics across the lifespan: Supporting workers at every career stage. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Kossek, E. E., Pichler, S., Yu, A., Xu, J. (2024). Life span & life course perspectives: A work-family meta-analysis & research agenda. Morganson, V. J., Maki, M. R., Pho, K. E., Duperrault, K. A., Matthews, R. A. (2024). Instructor support for students managing work, school, and life: Measure development. Sanger, R., Cooper, D., Snyder, L. A., Stephens, R. (2024). The lagged impact of WFC and support on burnout in early career employees. Ferroni, A., Schirle, G., Peng, Y., Zhang, W., & Ma, J. (2024). The impact of eldercare supportive supervision on employee job embeddedness.

Recent research into work–family issues has suggested a dynamic and changing relationship between work and family across the lifespan, necessitating a life-course perspective. This symposium highlights 4 papers that collectively examine work–family issues across the lifespan and how best to support workers across life/career stages. It begins by taking stock of the literature with a meta-analysis. Then 3 primary studies follow, each representing different career stage challenges. An experienced work–family researcher will identify themes and facilitate constructive dialogue.

Blurred Lines: How to Build Strategic Leadership in HR (Panel Discussion - 198151)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall K

Authors: Christensen, M. (Chair) & Prewett, A. (Co-Chair) (2024) Blurred Lines: How to Build Strategic Leadership in HR. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In response to growing needs from the modern workforce, HR leaders (CHRO, chief purpose officer, etc.) are seeing a shift from serving in a business partnership role to spearheading long-term strategy. However, research regarding strategic leadership varies, both across fundamental models as well as different industries, providing little guidance for forward-looking organizations. Therefore, this session seeks to introduce a Strategic HR Leadership Framework based on current research and best practices, and explore implications for HR leaders with our panel of experts.

From Lead to Gold: The Hidden Promise of the “Hot Mess” of SJTs’ Construct Validity (Symposium - 197731)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall L

Authors: Martin-Raugh, M. P. (Co-Chair) & Kell, H. J. (Co-Chair) (2024). From lead to gold: The hidden promise of the “hot mess” of SJTs’ construct validity [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Thiel, A., Reznik, N., & Krumm, S. (2023). But wait, there is more! On the constructs assessed by situational judgement tests. Brown, M. I., & Martin-Raugh, M. P. (2023). The role of perceived social and organizational norms on SJT responding. Xi, L., Lievens, F., & Weng, Q. (2023). Social desirability of response options and their effects on situational judgment test scores and criterion-related validity. Way, J. D., Anguiano-Carrasco, C., Murano, D., & Burrus, J. (2023). A construct validation approach to personality SJT development. Sanchez, J. I., Gonzalez-Palomino, M., Her, D. Y., & Upadhyay, S. (2023). Can situational-judgment tests (SJTs) be more than checklists? Introducing competency-based SJTs.

SJTs have been called “psychometric alchemy” and their construct validity a “hot mess.” This symposium does not dispute those characterizations but casts their implications in a positive light. Research seeking to understand why SJTs often exhibit substandard construct validity is expanding our knowledge of what SJTs measure and building a foundation for improving their substance and methodology. The presentations in this symposium both reveal constructs that may undermine SJTs’ construct validity and offer rigorous developmental procedures for improving their construct validity.

Where’s the Love? The Consequences of Lacking Empathy in Leadership and Organizations (Panel Discussion - 198150)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall MN

Authors: Ennen, N. L. (Chair), McCallister, L., & Wilson, K. P. (2024). Where’s the Love? The Consequences of Lacking Empathy in Leadership Decisions [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

From botched layoffs to forced RTO, to noncooperation with unions, and more, organizations are making decisions to cut costs. These decisions might show some relief in the short term but have long-term negative consequences on the organization's culture, employee engagement, and ability to retain high performers. This multidisciplinary panel of experts will discuss why empathetic leadership is of critical importance now more than ever, including the benefits of empathy in culture, the consequences of it lacking, and how to develop it into organizational practices.

Can Neuroscience Inform I-O Research? And if so, How? (Debate - 197662)

5:00 PM – 5:50 PM | Location: Swissotel Montreux 1

Authors: Huang, X. (Moderator), Li, W. (Presenter), Yu, R. (Presenter), Christopoulos, G. (Presenter), Massaro, S. (Presenter) & Rockstuhl, T. (Presenter). (2024). Can neuroscience inform I-O research? And if so, how? [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although brain imaging methods are widely used to study decision making and social behaviors, their use in organizational behavior and I-O research remains limited. This debate will highlight different points of view regarding the added value and limitations of neuroscience approaches, examine each side's rationales, and explore ways to better use neuroscience to inform I-O research.

Poster Sessions: Technology & Withdrawal

5:00 PM – 5:50 PM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

“Re-Entry Shock”: Perceptions of Workplace Re-Entry Injustice and Turnover Intentions (Poster - 196513)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Du, Y. Y. L. (2024). “Re-entry Shock”: Perceptions of Workplace Re-entry Injustice and Turnover Intentions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

As the COVID-19 pandemic waned, many organizations ended fully remote work and implemented workplace re-entry plans. Using data from 528,912 federal workers, this study examined how perceptions of workplace re-entry are related to employee turnover. Results show that perceived workplace re-entry injustice is strongly related to turnover intentions. Further, personal factors (gender, age, race, disability status, and managerial status) moderated this relationship. Findings offer timely insights into how organizations should manage employees' expectations toward workplace re-entry effectively.

Leaky Startup Talent Pipelines: An Enrichment-Reward Model of Startup Worker Mobility (Poster - 196866)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Williamson, G. (2024). Leaky startup talent pipelines: An enrichment-reward model of startup worker mobility [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

It is often difficult for startups to attract and recruit talent. Existing startup workers are the most accessible talent, as these “joiners” are likely to repeat as startup employees. However, little theory explains why some joiners leave the startup workforce. In an inductive study of 126 joiners, it is found that the startup pipeline is held together by the social and developmental work enrichment that startups are uniquely suited to provide, but that leaks occur when financial insecurity leads joiners to seek work with an established firm or lack of autonomy drives entrepreneurial intent.

Fun or Fair? Comparing Applicant Reactions to Different Game-Based Assessments (Poster - 196925)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Ohlms, M. L., & Melchers, K. G. (2023). Fun or fair? Comparing applicant reactions to different game-based assessments [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Game-based assessment (GBA) is postulated to improve applicant reactions. However, as GBAs can take on different manifestations depending on their specific design, applicant reactions to GBAs may vary substantially. Within our study, each of N = 147 participants was shown six different GBAs and asked to rate several reaction variables concerning these assessments. Our results indicate that applicant reactions can indeed differ considerably across different GBAs. Furthermore, participants' age correlated negatively and current video game experience positively with reactions to GBAs.

Harnessing the Power of Explanations to Increase Trust in Workplace Generative AI (Poster - 197029)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Gibbard, K., Gill, H., Powell, D., & Hausdorf, P. (2024). Harnessing the power of explanations to increase trust in workplace generative AI [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The rise of intelligent technologies is set to revolutionize the way that employees work. As employees learn to work alongside technologies with never-before-seen capabilities, it is imperative to better understand what will enable employees to extend trust to artificial intelligence (AI). To this end, authors conducted an experiment using a simulated generative AI tool with a sample of working professionals (N = 303). Trust increased when participants received an explanation of “why” using the technology would be beneficial. The implications of the findings are discussed.

Exoskeletons: Applications and Acceptance in the Workplace (Poster - 197134)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Lindgren, R. I. & Chao, G. T. (2024). Exoskeletons: Applications and Acceptance in the Workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

An occupational exoskeleton is a wearable device that is designed to support a worker's ability to perform physically demanding jobs. Safety benefits and potential performance enhancements provided by exoskeletons have led organizations to implement this technology and their use is projected to grow. However, there is little research examining how exoskeletons are accepted in the workplace, and current studies have been criticized for using measures with unknown psychometric properties. A new measure of exoskeleton acceptance was designed and results from a content validation support its use.

"Anything You Can Do I Can Do": ChatGPT's Use in SJTs for Professional Programs (Poster - 197182)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Harwood, H., Roulin, N., & Iqbal, M.Z. (2024). "Anything you can do I can do": Examining the use of ChatGPT in SJTs for Professional Programs [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors explore the transformative impact of ChatGPT on applicants' responses and performance in professional program selection tests (i.e., the Casper Situational Judgment Test). Examining a sample of real applicants (n = 107805), findings reveal a decline in scores and shifts in word choice following ChatGPT's release. These findings provide a better understanding of the effects of the release and popularization of ChatGPT. However, they also demonstrate the necessity for further research in assessment practices to address the evolving landscape of AI-enhanced responses in selection.

An Age-Old Problem or a New Work Trend? A Critical Analysis of Quiet Quitting (Poster - 197264)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Schenk, A., Fisher, S. L., & Rokos, C. (2024). An age-old problem or a new work trend? A critical analysis of quiet quitting [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Organizations are facing many challenges related to withdrawal behavior. Currently, one of the most discussed withdrawal concepts is quiet quitting. It is unclear whether quiet quitting represents a new construct or if it is the same as employee disengagement. Based on a structured literature review, authors conduct a qualitative data analysis with the objective of comparing these constructs and their nomological nets. Quiet quitting and employee disengagement are related but distinct constructs. Practical recommendations and opportunities for future research are discussed.

Lean on Me: The Role of Support in Burnout and Turnover in Helping Professionals (Poster - 197288)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: North, M. N., Thompson, Y. T., Jorgensen, A., Taylor, E. K., Miller, M., Ralson, E., & Silovsky, J. F. (2024). Lean on me: The role of support in burnout and turnover in helping professionals [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study involving 190 victim advocates, helping professionals who coordinate responses following child abuse, utilized mixed methods (repeated surveys and qualitative responses) to examine how organizational and supervisory support was associated with burnout and turnover, and investigated factors that contribute to job burnout and retention. Generalized linear models indicated that burnout mediated the effect of support, which in turn mitigated turnover intention. Constructivist thematic analysis revealed organization mission and leadership were key to keeping victim advocates committed.

Bridging Research and Practice: Simulating Emotional Exhaustion Interventions (Poster - 197355)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Novi Migliano, E. & Ong, X. W. (2024). Bridging research and practice: Simulating emotional exhaustion interventions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors conducted a virtual experiment using a computational model to stimulate overall intervention outcomes on individual emotion exhaustion (EE) trajectories. They found that interventions that resulted in the lowest average EE (a) at the beginning of the work day focused on prior evening detachment and (b) at the end of the work day focused on coworker socialization. Authors argued that computational models are viable tools to facilitate incorporation of empirical evidence into organizational interventions and formalize theories and empirical data into logical and mathematical statements.

Does the Applicant's Eye Gaze Affect Interview Outcomes in Virtual Job Interviews? (Poster - 197385)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Jang, H., & Stenmark, C. K. (2024). Does the Applicant's Eye Gaze Affect Interview Outcomes in Virtual Job Interviews? [Poster]. Society for Industrial and Organizational Psychology Conference, Chicago, IL, United States.

This study investigates the mediating role of the interviewer's perceived eye contact in the relationship between the applicant's eye direction and the interviewer's evaluations. When an applicant gazes straight into a webcam above the monitor, interviewers tend to experience better eye contact than if the applicant gazes into the center of the monitor. Moreover, authors identified a significant mediation effect of the interviewer's perceived eye contact on the relationship between the applicant's eye direction and the interviewer's evaluations in a video-mediated interview.

Development and Validation of the Artificial Intelligence Salience Scale (Poster - 197437)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Kang, B.Y., Doddato, F., & Outland, N. (2024). Development and Validation of the Artificial Intelligence Salience Scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The integration of artificial intelligence in the workplace is ever increasing. As many organizations begin to incorporate AI tools and assistants into their workplaces, authors lack the means to measure the pervasiveness of AI technologies. Without doing so, it will become challenging to predict how workers will adapt to the integration of AI in their workplace. Thus, they present the construct of AI salience and provide the results of the initial scale validation. The 10-item measure demonstrated promising results and provide comments on the future efforts to rigorously validate it further.

The Curse of Employee Privilege: Harnessing Virtual Reality to Inhibit Workplace Envy (Poster - 197463)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: van Zelderen, A. P. A., Dries, N., & Menges, J. (2024). The curse of employee privilege: Harnessing virtual reality to inhibit workplace envy [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago IL, United States.

Managers giving employees unique privileges may stimulate workplace envy. The question arises whether coworker acceptance of employee privileges lowers envy. Using VR, 112 employees were exposed to a workforce differentiation practice. Authors show that coworker acceptance of employee privileges negatively influences envy, which was mediated by the anticipated ostracism of employees. This effect is only found for employees with privileges however, who worry more about being ostracized than their nonprivileged coworkers. Managers can use VR to shape employee behaviors.

(Not) Believing in Hireability: Religious Similarity Bias in Cybervetting (Poster - 197523)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Mönke, F. W., Kooshani, H. F., & Schäpers, P. (2024). (Not) Believing in hireability: Religious similarity bias in cybervetting [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Cybervetting, assessing applicants' social media, is common in HR. Recent studies found that during cybervetting, recruiters are exposed to personal information, which might trigger similarity-attraction and bias hireability ratings. This study probes if this bias extends to religious beliefs. Initial results suggested that raters' high religiosity leads to increased liking for applicants with similar beliefs. Such liking affected hireability ratings, potentially overshadowing actual qualifications. Authors caution against reliance on cybervetting, highlighting a new threat to validity.

Humanizing Artificial Intelligence: Race and Reactions to AI-Based Assessments (Poster - 197619)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Gonzalez, M. F., Pinsk, E., & Capman, J. F. (2024). Humanizing Artificial Intelligence: Race and Reactions to AI-Based Assessments [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examine candidate reactions to artificial intelligence (AI)-based hiring systems, whether the reactions depend on the candidate's race, and whether companies emphasize human involvement in the process. Using vignettes, they experimentally manipulated whether a hiring process utilized AI and whether human involvement was emphasized in AI development and hiring decisions. Though racially minoritized participants reported greater identity threat and stronger discrimination concerns than White participants, emphasizing human involvement in the process mitigated identity threat differences.

Stayers' Psychological Reactions to Others' Turnover: A Topic Modeling Analysis (Poster - 197695)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Lee, N., Yoo, S. J., & Kim, K. (2024). Stayers' psychological reactions to others' turnover: A topic modeling analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study advances the understanding of employees' cognitive and affective reactions to others' turnover, using online review data. Employing the latest text-mining techniques, authors identify 3 prominent topics that reflect stayers' sensemaking of others' turnover: (a) adjusting to altered job demands, (b) reflective career reevaluation, and (c) attributions of leavers' turnover reasons. Also, frequency-based text analysis demonstrates that these topics are associated with negative emotions, which may explain how the experience of others' turnover influences stayers' work outcomes.

From Virtual Sparks to Reality: How VR Exposure Influences Career Intentions (Poster - 197767)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Hou, X. D., Tracy, M. M., Pitcher, B. D., Behrend, T. S. (2024). From Virtual Sparks to Reality: How VR Exposure Influences Career Intentions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors investigated how VR exposure affects people's intentions for future career activity/involvement using VR welding training as a career exploration intervention among undergraduate students. Relations among individual characteristics (i.e., gender, interests, self-efficacy, college major), immersion, pleasant reactions, and intentions were hypothesized and analyzed in a path analysis (N = 371). Results showed that VR immersion, not dependent on individual characteristics, increases pleasant reactions and increases intentions to participate in similar activities.

Linking Presenteeism to Organizational Performance: Mediating and Buffering Factors (Poster - 197799)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Delobbe, N. & Lauzier, M. (2024). Linking Presenteeism to Organizational Performance: Mediating and Buffering Factors [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using data collected from a European retailer at 2 levels (415 employees from 21 stores), this study explores the detrimental effects of presenteeism on store-level indicators of customer satisfaction, operational efficiency, absenteeism, and productivity. Results show that presenteeism is directly related to absenteeism rates and indirectly related to other performance indicators through increased need for recovery and reduced job satisfaction. Finally, personnel-management procedures perceived as unfair worsen the negative influence of employees' presenteeism on their job satisfaction.

Supervisor Support Buffers the Negative Impacts of Presenteeism for Racial Minorities through Self-Pressure

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Myeong, H., Dawson, J., & King, E. B. (2024). Supervisor Support Buffers the Negative Impacts of Presenteeism for Racial Minorities through Self-Pressure [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Despite growing recognition that attending work while sick has mixed outcomes, little is known about what makes presenteeism functional, how, and for whom. Analyses of 100,968 hospital employees suggest that supervisor support is important for presentees' health and job satisfaction, particularly for racial minorities in the context of unequal job demands across races, through the mechanism of perceived pressure. This study advances understanding of the role of supervisor support and its mechanism in presenteeism and provides implications for retaining a culturally diverse workforce.

The Impact of Technocomplexity on Productivity and Role Overload (Poster - 198193)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Bueno, S. A. (2024). The Impact of Techno-complexity on Productivity and Role Overload [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This meta-analytic review aims to describe the relationship between one of the factors of technostress, being techn-complexity, with role overload and productivity. The results of this meta-analysis revealed a negative relationship ($p = -0.19$) between technocomplexity and productivity, and a positive moderate relationship ($p = 0.38$) between technocomplexity and role overload.

The Digital Reflection: Expressions of Personality and Job Attitudes on Twitter (Poster - 198295)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Alzate Vanegas, J.M., Drasgow, F., D.A., Briley, Zhang, B., Zhang, S., & Vogiatzis, C. (2024). The digital reflection: Expressions of personality and job attitudes on Twitter [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Organizations are increasingly cognizant of the role of social networking sites (SNS) as digital psychological environments where people express themselves and share their experiences. Information from SNS has become increasingly relevant to workplace decision-making as more employers leverage information from social media (SM) to guide hiring decisions with little regard for assessment validity or standardization. The current study examines the adequacy of SM assessment by applying natural language processing (NLP) techniques for encoding sentiment from text posts on X (Twitter) and examining its relationships with self-reported personality and job attitudes in an Amazon MTurk sample and a sample of undergraduate Psychology students.

Development and Validation of the Intersectionality Burnout Inventory (Poster - 198378)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Coppola, P. J., Torte, L. M., Cooper, T. L., & Heilman E. (2024). Development and validation of the Intersectionality Burnout Inventory [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This paper describes the development and validation of the Intersectionality Burnout Inventory, a positively worded, holistic scale that assesses burnout risk across environment and purpose, intersectionality and identity, and emotional capacity dimensions. Utilizing multiple samples and phases, this research supports the scale's reliability and presents evidence of its construct validity. The Intersectionality Burnout Inventory is a promising tool that can be used to measure employee burnout. Future directions and implications for utility of the scale are discussed.

Topic Modeling Quiet Quitting and Antiwork Through the Lens of Motivation Theory (Poster - 198468)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Agassian, R., DePatie, T. P., & Cassell, D. (2024). Topic Modeling Quiet Quitting and Antiwork Through the Lens of Motivation Theory [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Quiet quitting and antiwork are explored through Herzberg's 2-factor theory (1959). Topic modeling of Reddit threads indicates that both quiet quitters and antiworkers report a greater proportion of issues with hygiene factors than motivation factors in their comments. Quiet quitters also comment on a greater proportion of motivation factors than antiworkers, whereas antiworkers comment on a greater proportion of hygiene factors. The academic and practical implications regarding quiet quitting/intrinsic factors and antiwork/extrinsic factors are discussed.

Technology in Employment Interviews: Common Practice and Applicant Reactions (Poster - 198471)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Greenagel, A. G., Bauer, K. N., Lam, T., Morris, S. B., & Young, E. (2024). Technology in Employment Interviews: Common Practice and Applicant Reactions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

More technology is being introduced into selection processes; yet research on how applicants react to these novel technologies is still limited. Therefore, the purpose of this study was twofold: to survey current interview practices and examine how applicants perceive these practices. Results of frequency and ANOVA analyses revealed that most organizations are using human-based hiring practices and that justice perceptions were similar across all interview mediums. However, transparency perceptions were significantly lower for online interviews compared to in-person interviews.

The Impacts of Employee AI Use on Performance and Well-Being (Poster - 198514)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Shao, Y., Huang, C., Song, Y., Wang, M., Song, Y. H., Shao, R., & Williams, E. M. (2024). The Impacts of Employee AI Use on Performance and Wellbeing [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Despite the growing implementation of the artificial intelligence (AI) artifacts in the workplace, little is known about how using AI at work impacts employees' productivity and wellbeing. Based on cognitive load theory, authors posit that using AI-based information tools imposes excessive cognitive loads on employees, which further leads to impaired performance and well-being. They also propose and test the moderation effects of openness and job tenure. Data from an experience sampling study over 5 workdays largely supported hypotheses.

The Dual Impact of Social Media-Induced Fear of Missing Out in Workplace (Poster - 198515)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Deng, X., Li, J. Y., Huang, Y. Y., & Huang, J.W. (2024). The Dual Impact of Social Media-Induced Fear of Missing Out in Workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Few scholars have explored the dual impact of social media-induced fear of missing out on employees. Based on the transactional theory of stress and coping and through a questionnaire survey of 192 employees from China, it was revealed that FoMO affects employees in a double-edged sword. On the one hand, FoMO increases active work interruption, which results in job burnout. On the other hand, FoMO makes workers engage in social network interaction, which improves workplace relations. Perceived competitive climate positively moderates the positive relationship between FoMO and job burnout.

Self-Initiated Expatriate (SIE) Turnover During the COVID-19 Pandemic (Poster - 198550)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Henderson, A. A., Hussain, T., & Iren, P. (2024). Self-initiated expatriate (SIE) turnover during the COVID-19 pandemic [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the role of job and community embeddedness and COVID-19 shock on self-initiated expatriates' (SIE) turnover intention and actual turnover. For SIEs still working on the job, contrary to previous research, community embeddedness was positively related to turnover intention and that community embeddedness strengthened the relationship between shock and turnover. For SIEs working from home, the effects of both job and community embeddedness on turnover intention were eliminated, whereas shock had an overall null effect on turnover.

"Help Me, Please, ChatGPT!" Does Generative AI Use Promote Work-Related Learning? (Poster - 198645)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Krüger, H. L., Decius, J., Grassmann, C., & Rieth, M. (2024). "Help me, please, ChatGPT!" Does Generative AI Use Promote Work-Related Learning? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examines if the use of the generative artificial intelligence tool ChatGPT influences work-related learning when solving a work task. In a laboratory study, subjects without prior domain knowledge solve tasks using the statistics software R, supported by either ChatGPT or a traditional internet search. Additionally, participants in this 2x2 conditions experiment perform the task with or without time pressure. Data collection is ongoing; however, results are presented at the conference. Theoretical and practical implications of the hypothesized findings are discussed.

Problematising Sexual Harassment in Digital Workplaces (Poster - 198688)

5:00 PM – 5:50 PM

POSTER SESSIONS

Digital workplaces are equally amorphous as they are complex. The shift to digital presents new opportunities and mediums for harassment. Immersion into technologies leaves users vulnerable, as employees become unable to differentiate between physical and digital. To understand this vulnerability, authors rely on 4 physiological response phenomena one feels when in their digital environment. The issue of sexual harassment must be revisited to adapt to new workplace contexts, meaning a needs analysis, training design, and evaluation are essential in preventing the risk in digital workplaces.

The Great Resignation: A Qualitative Study Examining Turnover During COVID-19 (Poster - 198759)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Shannon, F. A. & Michel, J. S. (2024). The Great Resignation: A qualitative study examining turnover during COVID-19 [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

It is believed that COVID-19 was the catalyst for The Great Resignation. Because the pandemic as a natural disaster can be classified as a traumatic event, this research qualitatively analyzed turnover through posttraumatic growth theory. This framework serves as an explanatory mechanism through which employees decided to leave their job. Data from n = 134 participants were analyzed. Themes centered on challenges to employees' assumptive world, reflection and rumination, and work-life balance. Implications include gaining insight on how I-Os can better understand voluntary turnover.

Brain Meets Business: Perceptions of Neurotechnologies at the Workplace (Poster - 198764)

5:00 PM – 5:50 PM

POSTER SESSIONS

This study explores the formation of employees' perceptions of neurotechnologies in the workplace and identifies the personal, social, and technological factors influencing these perceptions. Adopting a qualitative approach, the research utilizes semi-structured interviews supplemented by video and photo-elicitation techniques, enabling an in-depth analysis of employees' experiences and viewpoints. The data is structured into three primary themes: the socio-technical context of neurotechnologies, their core meanings, and the degree of value congruence with these technologies. Findings reveal conflicts both within and between values, leading to a reduced perception of person-environment fit. Additionally, four distinct processes characterizing the core meaning of neurotechnologies for participants are identified. The study underscores the significance of considering employees' perceptions, values, and personal strategies in the integration of neurotechnologies into work settings. Furthermore, it prompts exploratory reflections on the future role of neurotechnologies in shaping social relations within the workplace, especially from a managerial perspective.

Skynet, or Free Labor? Automating Military Operations With Large Language Models (Poster - 198793)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Conger, J. Z., Sferrella, A., Masick, K., & Hsu, N. (2024). Skynet, or Free Labor? Automating Military Operations with Large Language Models [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This paper explores applications of LLMs to military work tasks, and specifically for operations in the information environment. Authors highlight ways LLMs could be used for planning, production, and decision making. Important considerations for building a military LLM—datasets, scope, and iterative refinement loops—are discussed. Finally, risks associated with LLM implementation are examined, such as risks to training data, AI alignment, improperly calibrated trust, human complacency, model theft, and model abuse.

Cultural Values Predict Electronic Performance Monitoring Acceptance (Poster - 198814)

5:00 PM – 5:50 PM

POSTER SESSIONS

Authors: Tomczak, D., Wolff, M. Cairolì, C., Behrend, T. (2024). Cultural values predict electronic performance monitoring acceptance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Electronic performance monitoring (EPM) is a method to capture and analyze employee's performance related behaviors. Employee reactions to EPM depend on both characteristics of the monitoring and individual differences of those being monitored. This study aims to understand how cultural values affect EPM acceptance and advances EPM literature by exploring psychological effects of EPM characteristics with an updated digital tracking checklist tool. Practical implications guide performance management practices and develop EPM policy that mitigate negative reactions to monitoring.

Integration of Employee Listening Data: Successes and Learnings From the Field (Panel Discussion - 197856)

5:00 PM – 5:50 PM | Location: Swissotel Vevey 1/2

Authors: Hendrickson, V., Griswold, K., Lovato, C., Lowery, M., Moye, M. (2024). Integration of Employee Listening Data: Successes & Learnings from the Field. Society of Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

Most organizations go beyond the annual engagement survey to check in with employees across different parts of the lifecycle. Although each of these measures are useful on their own, there is valuable insight to be gained by integrating them, whether at the individual employee, team, or organizational level. Many organizations attempt to integrate data, yet face challenges of database structure, data ownership, and complex research questions. These 4 practitioners have successfully integrated different data sources and have a wealth of research and process findings to share.

Building Your Negotiation Toolkit: Tips for Early Career Women and Racial Minorities (Panel Discussion - 198469)

5:00 PM – 5:50 PM | Location: Swissotel Vevey 3/4

Authors: Taylor, M.R. (Co-Chair), Tran, N.M. (Co-Chair), Shelke, R., Gallagher, K., Stuhlmacher, A. F. (2024). Building your negotiation toolkit: Tips for early career women and racial minorities [Panel]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will focus on negotiation experiences of early career women and racial minorities. Panelists will include a mix of researchers and practitioners with expertise in negotiation who can provide insights on the role of power and identity during employment negotiation and effective negotiation strategies for both applicants and employers.

A Web Scraping Survival Guide for Research and Practitioners (Master Tutorial - 198568)

5:00 PM – 5:50 PM | Location: Zoom Room 1

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Busick, C.D. & Ristow, T., (2024). A Web Scraping Survival Guide for Research and Practitioners [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Attendees will learn how to navigate web scraping to collect open source large amounts of data. These data can be utilized for both research and practitioners in organizational settings. Attendees will have the opportunity to apply and practice these skills through code presented during the session. Attendees will (a) learn about APIs, (b) explore how to execute web scraping without an API, (c) cover the implications and benefits for organizational research and practice, and (d) consider and discuss implementations and future directions of utilizing web scraping for organizational use cases.

Decoding DEI: Practitioner Perspectives on Challenges in Interview Research (Panel Discussion - 197298)

5:00 PM – 5:50 PM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

Authors: Johnson, L. N. W., Kazmi, M. A., Oki, T., & Samaniego, C., Ward, K. P. (2024). Decoding DEI: Practitioner Perspectives on Challenges and Pitfalls in Applied Research. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Diversity, equity, and inclusion (DEI) has gained momentum as a key priority for many organizations. Research has demonstrated multiple benefits associated with diversity in organizations and many organizations have DEI-related goals. Yet, companies continue to struggle to make significant progress toward their DEI goals. For this panel, authors have gathered a group of DEI researchers in the tech industry to demonstrate how they would strategically approach interview research and interventions in applied settings through the discussion of hypothetical scenarios that are common in practice.

Shaping the Policy Landscape Through I-O Psychology Research (Panel Discussion - 197163)

5:00 PM – 5:50 PM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: McWha-Hermann, I. (Chair), Carr, S.C., Searle, R., & Silvester, J. (2024). Shaping the Policy landscape through I-O Psychology Research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will discuss how I-O psychology research can impact policy within institutions such as the International Labour Organization and United Nations, as well as through local and national government. Topics will include praxis as a means for policy impact, evidence from colleagues who have successfully influenced policy, and recommendations for bridging the science-policy gap.

Measuring the Unmeasured: Assessing General and Leader-Specific Identity Construction (Symposium - 198380)

5:00 PM – 5:50 PM | Location: Swissotel Zurich AB

Authors: Thrasher, G. R. (Co-Chair), Hammond, M (Co-Chair), Olga Epitropaki (Discussant). Measuring the Unmeasured: Assessing General and Leader-Specific Identity Construction. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL., United States. Bysh, C., Epitropaki, O., & Lord, B. (2024). The Development of an Identity Play and an Identity Work Measure Thrasher, G. R., Hammond, M., Biermeier-Hanson, B., & Rudolph, C. W. (2024). A Behavioral & Event-Based Measure of Leadership Claiming and Granting Giessner, S. R., Atterstam, B., Isaakyan, S., & Jacobs, G. (2024). Willingness to Claim and Grant the Lead – A New Scale, Its Antecedents and Outcomes

This symposium addresses a critical gap within the identity literature by highlighting 3 different measurement tools built specifically for testing empirical questions within the field of identity construction. Specifically, authors present studies on the development and validation of measures that assess (a) the role of identity work and play in identity construction, (b) the behavioral and event-based experiences of leadership claiming and granting, and (c) the motivation for engaging in the identity construction process.

Tech Trekking the Virtual Frontier: A Journey Into Meeting Dynamics and Inclusion (Symposium - 197714)

5:00 PM – 5:50 PM | Location: Swissotel Zurich D

Authors: Kreamer, L.M., Loignon, A.C., & Eden, E. (2024). Tech-Trekking the Virtual Frontier: A Journey into Meeting Dynamics and Inclusion [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Kreamer, L. M., Rogelberg, S.G., (2023). Participation in Virtual Meetings: Using the "Chat" as a Mechanism to Elevate Attendee Voices. Loignon et al. A. C., Bergeron D., Johnson, M., Dunn, A., Li, C., Martinez, H., Speights, S. S., Woznyj, H. (2023). Signaling with Babble? The Role of Dynamic Speaking Time and Leader Emergence. Eden, E., Castro, K., Allen, J.A., (2023) Exploring Impacts of Age on Meeting Equity and Counterproductive Meeting Behaviors.

Authors explore 3 trends in meetings: the rise of virtual meetings, equality in meetings, and using AI to measure meeting behaviors. Kreamer & Rogelberg explore participation in virtual meetings, highlighting the potential of chat to enhance contributions. Loignon et al. reevaluate meetings as sources of inequalities using AI-enabled technology. Eden et al. explore meeting equity and counterproductive meeting behaviors relative to workers' ages. These papers contribute to knowledge of meetings as essential sites where work happens, inequalities emerge, and technology can be harnessed.

Subject Experts Matter! Cocreation of Best Practices for Expert Talent Management (Alternative Presentation - 198500)

5:00 PM – 5:50 PM | Location: Swissotel Zurich EF

Authors: Cannata, D. (Facilitator), Justenhoven, R. (Facilitator), & Connel, J., (Contributor), (2024). Subject Experts Matter! Co-creation of best practices for expert talent management. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In organizational development, there is an undeniable bias toward investing in people leaders while undervaluing the contributions of expert thought leaders. This session aims to challenge existing norms and cocreate innovative best practices for expert talent management. Participants will work in small groups to generate ideas and work on the development of a manifesto. The manifesto will serve as both a guide and a call to action, raising awareness about the crucial role of experts in organizations.

COI: Cybersecurity and I-O: Learn From and Contribute to This Critical Partnership (Community of Interest - 199558)

5:00 PM – 5:50 PM | Location: Swissotel Zurich G

Authors: Shore, D. B., & Allen, M. T. (2024). Cybersecurity & I/O: Learn from and Contribute to This Critical Partnership. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Every organization must consider cybersecurity as devices increase, more employees work from home, and hackers target critical infrastructure. Participants in this COI will discuss how cybersecurity is shaping I-O and how I-O can shape cybersecurity. Examples of topics include attracting and retaining talent in volatile, uncertain working conditions, the types of people who work in cybersecurity, influencing end-user behavior, and applying team and leadership principles to dynamic multi-team systems. The end goal is to generate new collaborative partnerships and ideas for future SIOP sessions.

SIOP Foundation Reception (INVITATION ONLY)

6:00 PM – 8:00 PM | Location: Hyatt Crystal Ballroom A

EVENTS AND RECEPTIONS

This event is by invitation only.

Women's Inclusion Network (WIN) Reception

6:00 PM – 8:00 PM | Location: Hyatt Toronto

EVENTS AND RECEPTIONS

Learn how to be part of SIOP's Women's Inclusion Network (WIN). Celebrate and connect with WIN members and others. Child friendly activities will be provided. Enjoy hors d'oeuvres and beverages! All are welcome to attend.

Committee on Ethnic Minority Affairs (CEMA) and Diversifying I-O Psychology (DIP) Reception

6:00 PM – 8:00 PM | Location: Fairmont Imperial Ballroom

EVENTS AND RECEPTIONS

A joint reception for Diversifying I-O Psychology (DIP) students, mentors, and those that want to view DIP presentations as well as CEMA members, prospective members, and CEMA Mentoring Program participants. DIP students will be presenting their research, so please join us to support and learn more about their work!

International Affairs (IAC) Reception

6:00 PM – 8:00 PM | Location: Fairmont Regent Room

EVENTS AND RECEPTIONS

WHAT: We will have food, drinks, and live entertainment from an award-winning and well-known Chicago blues artist.

WHERE: The Regency Room at the Fairmont Chicago (across the street from the Hyatt Regency)

WHO: All international attendees of SIOP and those interested in international affairs issues and research.

Practitioner Networking Reception

6:30 PM – 7:30 PM | Location: Fairmont Crystal Ballroom

EVENTS AND RECEPTIONS

A reception for attendees who primarily work in applied I-O settings and sponsored by the Professional Practice Committee.

SIOP's Got Talent

7:00 PM – 8:50 PM | Location: Hyatt Grand Ballroom EF

EVENTS AND RECEPTIONS

Get ready for an electrifying evening of entertainment, laughter, and inspiration! This two-hour extravaganza will be hosted by I-O psychology professionals Nikita Mikhailov and Destinee Prete, PhD, and we promise, it's going to be a fun, unforgettable night with a large dose of I-O humor!

Friday, April 19, 2024

General Conference Registration

7:00 AM – 5:00 PM | Location: Hyatt Grand Foyer

Registration is held on the 2nd floor outside the Grand Ballrooms

Continental Breakfast

7:00 AM – 8:00 AM | Location: Hyatt Ballroom EF

BREAKFAST/COFFEE/LUNCH BREAKS

Continental Breakfast available for all conference registrants.

Fair AI in Talent Optimization: Driving Innovation and Inclusion (Partner Showcase)

8:00 AM – 8:50 AM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: Sigma Squared

Artificial Intelligence offers transformative potential for optimizing talent management, enabling organizations to harness data-driven insights for recruitment, development, and retention strategies to reveal overlooked and under-appreciated talent. However, the human biases and inefficiencies that AI tools are poised to mitigate can be reinforced unwittingly if these solutions aren't designed with fairness and objectivity in mind. Led by Dr. Tanaya Devi, Harvard labor economist specialized in education, workforce outcomes, and organizational decision making, this session will discuss how companies can apply AI to unlock the full potential of their workforce while upholding ethical standards and promoting diversity.

IGNITE-ing Innovation: Uses of Generative AI in Industrial Organizational Psychology (Ignite - 198744)

8:00 AM – 8:50 AM | Location: Hyatt Ballroom A

Authors: Bauer, K.N., (Chair), Gandara, D. A. (Co-Chair), Wang, J., Young, E., Mead, A., Garcia-Marquez, C. (2024). IGNITE-ing innovation: Uses of generative AI in Industrial Organizational Psychology [IGNITE]. Society for Industrial and Organizational Psychology Conference, Chicago, IL, United States.

The popularity of generative artificial intelligence (AI) as a tool has exploded since the release of ChatGPT in late 2022. This IGNITE! session aims to help I-O psychologists conduct timelier research by fostering cross-collaborative communication between academics and practitioners. Presentations will dynamically highlight general and specific uses of generative AI in teaching, research, and practice. Then, presenters will engage the audience in an interactive discussion to develop ideas for collaborative research.

Calling All Entrepreneurs: Connecting as We Are Now to Prepare for What's Next (Alternative Presentation - 198329)

8:00 AM – 8:50 AM | Location: Hyatt Ballroom B

Authors: O'Malley, A. L. (Chair), Beckles, K. (Panelist), Blacksmith, N. (Panelist), Riordan, B. (Panelist), & Mattingly, V. (Panelist). (2024). Calling all entrepreneurs: Connecting as we are now to prepare for what's next [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session is designed for everyone who identifies as an aspiring, nascent, or experienced entrepreneur. Entrepreneurs' social networks play a significant role in their success. Four successfully launched I-O entrepreneurs will share their journeys and answer crowdsourced questions. Attendees will then have an opportunity to connect with each other for networking and follow-on community building.

From Vulnerable to Victorious: A Critical Role Strategy for Organizational Resilience (Panel Discussion - 197529)

8:00 AM – 8:50 AM | Location: Hyatt Ballroom EF

Authors: Collins, L. (Co-Chair), Whelan, M. (Co-Chair), Battista, M., David, J., Dreyer, M., & Kotrba, L. (2024). From Vulnerable to Victorious: A Critical Role Strategy for Organizational Resilience [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel explores vital talent strategies for organizational resilience, focusing on critical roles. During the discussion, authors define these roles, examine resilience in today's dynamic business landscape, and address key critical role strategies, including succession, development, recruitment, and retention. The audience will gain practical insights for organizational success.

Leveraging Industry Insights: Navigating the Return to Office (Panel Discussion - 198137)

8:00 AM – 8:50 AM | Location: Hyatt Ballroom N CD

Authors: Rotch, M. A. (Chair), Burlacu, G., Fursman, P. M., Grelle, D. M., Guros, F., & Rada-Bayne, T. B. (2024). Leveraging industry insights: Navigating the return to office [Panel]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

As the world gradually recovers from the COVID-19 pandemic, some organizations have mandated a return to the office. This panel brings together experts from diverse backgrounds to discuss the complex issues and strategies related to the return to office. Drawing upon their research and experiences, the panelists will share insights into the psychological, organizational, and practical aspects of this transition, providing valuable guidance for I-O psychologists and HR professionals.

LIVE: Directionally Correct Podcast With Special People Analytics Guests (Alternative Presentation - 197384)

8:00 AM – 8:50 AM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Napper, C. N. (Co-Host), Hines, S. (Co-Host), Ferreras, A. (Guest), Colley, K. (Guest), Stilson, R. (Guest), Pelosi, E. (Guest), Stevenson, A. (Guest)

Join the Directionally Correct podcast LIVE at the SIOP conference with special people analytics and I-O psychology guests: Anthony Ferreras, Kelsie Colley, Rob Stilson, Emily Pelosi, and Amy Stevenson! Topics will include making I-O psychology relevant in the broader people analytics space, bridging the scientist-practitioner gap, making SIOP the premier people analytics conference, and providing wisdom to the next generation of I-Os.

Award: Serving and Engaging With Purpose (Special Event - 199651)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall H

Authors: McHenry, J., Olson-Buchanan, J., Butina, B., & Sawyer, K. (2024). Award: Serving and Engaging with Purpose [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session features the winners of the 2024 SIOP Distinguished Service Contribution Award, Humanitarian Award, Katzell Award, and Lefkowitz Award. The audience will have an opportunity for questions and discussion.

Finding and Securing External Funding: A Discussion With the Experts (Panel Discussion - 197913)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall I

Authors: Greco, L. M. (Co-Chair), Song, Y. (Co-Chair), Su, R., Beier, M. E., Tay, L. Goodman, J. (2024). Finding and Securing External Funding: A Discussion with the Experts [Panel Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session aims to provide practical advice to I-O psychologists interested in obtaining funding through external grants. Topics will include strategies for finding the right funding agency and grant solicitation, tips for communicating a compelling project, and advice for managing the grant writing process.

Psychosocial Dynamics in Extreme Teams: Insights From NASA Space Analog Crews (Symposium - 197137)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall J

Authors: Javalagi, A. A. & DeChurch, L. A. (Co-Chairs) (2024). Psychosocial Dynamics in Extreme Teams: Insights from NASA Space Analog Crews. Symposium conducted at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Burke, C. S., Szabo, K., & Kaosaar, A. (2024). Intercultural Odyssey: Exploring Team Dynamics in Long-Duration Space Missions. Lungeanu, A., DeChurch, L. A., Contractor, N. S. (2024). Crossing Boundaries in Space Exploration Multiteam Systems. Carter, D., Pearman, J., Lungeanu, A., Carter, N., Shuffler, M., DeChurch, L., Contractor, N., Pendergraft, J., & Landon, L. (2024). The Impact of Communication Delay on Cognitive Coordination and Problem-Solving Performance in Spaceflight Multiteam Systems. Chan, M., Contractor, N., & DeChurch, L. (2024). Leadership Signatures in Spaceflight Multiteam Systems. Javalagi, A. A., Lungeanu, A., DeChurch, L. A., Contractor, N. S. (2024). Time-Series Analyses of Isolated Space Crews.

In the evolving landscape of space exploration, space missions require an in-depth understanding of crew dynamics within isolated and Earth-independent contexts. This symposium presents insights from 5 studies that leverage data from NASA analog facilities to examine team dynamics, encompassing factors such as culture, diversity, communication, leadership, and the evolution of team states over time.

Modern Careers Research on Success, Satisfaction, and Continuance in the Gig Economy (Symposium - 197512)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall K

Authors: Van Fossen, J. A., (Co-Chair), & Watson, G. P. (Co-Chair). (2024). Modern careers research on success, satisfaction, and continuance in the gig economy [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Van Fossen, Watson, G. P., Schuster, A. M., Baker, N., Chang, C.-H., & Cotten, S.R. (2024). Striving for identity: A self-regulatory model of career success and identity work in platform-based gig drivers. Ajaiyeoba, I. O., Hyde, S., & Brawley Newlin, A. (2024). Person-gig fit: Examining the value of volition, boundaryless career orientation, and education of satisfied gig workers Koziel, R., Lavigne, K. N., & Grawitch, M. J. (2024). Exploring features of gig work relating to and intentions to stay or leave gig work and outcomes associated with gig work categories. Watson, G. P., Tidwell, M., Schuster, A. M., Agrawal, S. Van Fossen, J. A., & Cotten, S. R. (2024). Navigating change: Exploring gig and taxi drivers' perceptions of autonomous vehicles and their influence on turnover intentions.

This accessible symposium presents 4 projects on gig workers' career success. Careers research has lagged in understanding career success and decisions to continue in nontraditional work arrangements, befitting gig work. These studies use qualitative and quantitative methods to present new insight into staple career constructs, including career success and work identity, role satisfaction, and intentions to turnover/continue, in gig work. The findings presented in this symposium can enable workers and organizations employing gig workers to achieve and maintain career success in gig work.

Inclusive Leadership: Women's Impact and Influence (Panel Discussion - 197829)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall L

Authors: Brown, P., Haines, A., Morris, K., Quigley, C., Orr, D., Grant, E., Levin, K., & Reid, P. (2024). Inclusive leadership: Women's impact and influence. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This introductory session will cover the current state of women in leadership, with a diverse panel of women sharing their experiences and expertise in the leadership space. Topics discussed will include the barriers women face when advancing to leadership in today's landscape, including gender bias and discrimination; how organizations can foster gender inclusivity to support women's rise to leadership; and how men can be allies in the workplace.

Tick Tock, You Only Got Four Days to Save the World (Panel Discussion - 198155)

8:00 AM – 8:50 AM | Location: Hyatt Grand Hall MN

Authors: Hollander, J. (Chair), Fisher, M. (Panelist), Haig, J. (Panelist), Zia, S. (Panelist), Brodie, O. (Panelist), Mikhailov, N. (Panelist), Lawrence, B. (Contributor), Brooks, S. (Contributor), (2024). Tick Tock, You Only Got Four Days to Save the World [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will review the history that led to the 5-day work week, discuss how the 5-day work week may no longer be serving working professionals, share research findings on the 4-day work week, and why the 4-day work week may be the next big shift in how and when employees work. Panelists will share research findings from implementing a 4-day work week in various organizations and industries (i.e., the good and the bad), preview factors to consider when implementing a 4-day work week and discuss how one can pilot the 4-day work week in their organization if desired.

Less Pain, More Gain: Optimizing the Participant Experience During Assessment Centers (Panel Discussion - 197792)

8:00 AM – 8:50 AM | Location: Swissotel Montreux 1

Authors: Simpson, D. A. (Chair), Del Giudice, M., Petruzzelli, A., & Claflin, C. (2024). Less Pain, More Gain: Optimizing the Participant Experience During Assessment Centers [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will present an interactive discussion for creating and improving development-based assessment centers in a way that leads to positive participant experiences. The discussion will include comparing and contrasting participant reactions to both in-person and virtual assessment centers and how their reactions and experiences can increase the impact of assessment centers for individuals and the organization. Panelists bring multiple perspectives from various industries on the development and administration of assessment centers.

Too Many Constructs Spoil the Broth: A Recipe for Simplifying the Psychological Stew (Symposium - 198064)

8:00 AM – 8:50 AM | Location: Swissotel Montreux 2/3

Authors: Belwalkar, B. B. (Co-Chair) & Sessa V. (Co-Chair) (2024). Too Many Constructs Spoil the Broth: A Recipe for Simplifying the Psychological Stew [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Springle, M., Ryan, W. S., DiDomenico, S., Dunievel, J. & Ryan, R.M. (2024). Merging Measures: A Bass-Ackward Method for Unifying Leadership Constructs.

Oliveira, E., Sessa, V., Notari, C., Mogrovejo, A., Stavely, S., Paulino, N., & Bowling, N. (2024, April). Navigating Construct Proliferation in Organizational Bonds Literature: A Comparative Meta-Analysis.

Su, S., & Bowling, N. (2024). Proliferation of Workplace Aggression Constructs: An Extension of Content Validation. Belwalkar, B. B., Cheban-Gore, Y. M., Mitchel-Slantz, B., & Curnow, C. (2024). Use of Frugal Engineering for Developing Proactivity Item Pool.

This symposium includes empirical research and case study presentations highlighting the impact of construct proliferation and methodological approaches to study/mitigate it. This proposed session includes 4 presentations, all of which have used distinct methods to address the issue of construct proliferation. It is hoped that, through this session, the dialogue will get going among researchers and practitioners on the solutions to tackle the issue of construct proliferation.

A Rising Tide: How Allyship Elevates Employee Experiences (Symposium - 198680)

8:00 AM – 8:50 AM | Location: Swissotel Vevey 1/2

Authors: Ready, E. J. (Co-Chair), Snoeyink, M., Smith, N. A. (Co-Chair), & Ruggs, E. R. (Discussant). (2024). A rising tide: How allyship elevates employee experiences [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Snoeyink, M., Martinez, L. R., & Dover, T. (2024). Bypassing backlash in bias-based trainings: Acknowledging allyship approaches. Ready, E. J., Martinez, L. R., Thanheiser, E., Weasel, L., Greco, G., & Adjibade, I. (2024). Absent allies in academia: The where, what, and how to perform allyship. Savage, J. M., & Olenick, J. (2024). Building trust through allyship: Moderating roles of motivation and perspective. Waterbury, C. J., Hampton, F., Bernard, L., & Martinez, L. R. (2024). Stigma does not benefit health: A body diversity training for fitness professionals.

This intermediate-level symposium extends I-O research on diversity, equity, and inclusion by including work focusing on allyship. In particular, authors include 4 studies highlighting the impact of an allyship skill-building workshop, the ways in which to perform allyship in academia, the relation between allyship behaviors and trust, and the effectiveness of a body diversity training to build allyship. Across these studies, they shine light on experiences of marginalization while also highlighting how individuals can develop into strong allies.

Leveling Up and Scaling 360 Feedback: Overcoming Obstacles (Panel Discussion - 198087)

8:00 AM – 8:50 AM | Location: Swissotel Vevey 3/4

Authors: Aunins-Whiting, A.E. (Co-Chair), Rose, D.S. (Co-Chair), Brasher, E., Glaman, J., Knudsen, S., Roberts, A. (2024). Leveling Up and Scaling 360 Feedback: Overcoming Obstacles [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel of experienced I-O practitioners will discuss the implications of scaling 360 feedback in large organizations. Topics will include best practices that are particularly challenging to level up and practical advice and strategies (successful and otherwise) from practitioners who are evolving their programs.

The Assessment Measurement/Efficiency Tradeoff: Practitioner Stories From the Field (Ignite - 198575)

8:00 AM – 8:50 AM | Location: Swissotel Zurich AB

Authors: Bupp, C. (Chair), Besl, A., Burke, L., Ellison, L., Glover, C., (2024). The Assessment Measurement/Efficiency Tradeoff: Practitioner Stories from the Field [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The vibrant session is focused on the measurement and efficiency tradeoff that many I-O professionals experience when designing and revising various assessment methods. The panelists will share use cases where shorter/faster is better and others where it is not. They will also discuss the competing priorities and how they balance them to determine the appropriate length of specific tools across a variety of industries.

Soft Skills in I-O: Navigating the Interpersonal Landscape of Data-Driven Roles (Panel Discussion - 197891)

8:00 AM – 8:50 AM | Location: Swissotel Zurich C

Authors: Travis, J. A. (Chair), Ferguson, L. J. W., Neale, C. A., Valone, A. L. Y., Wilgus, S. J. (2024). Soft Skills in I/O Practice: Navigating the Interpersonal Landscape of Data-Driven Roles [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Addressing the pivotal role of soft skills in I-O domains, this session underscores the essence of communication, collaboration, and adaptability in data-driven roles. It emphasizes strategies I-O professionals employ to handle challenges, manage stakeholder expectations, and convey intricate data insights. Key topics encompass: simplifying complex data narratives, collaborating in multidisciplinary teams, client management, and adapting to unforeseen challenges.

Applying the I-O Skillset: How to Design and Activate an Employee Value Proposition (Alternative Presentation - 198276)

8:00 AM – 8:50 AM | Location: Swissotel Zurich D

Authors: Filipkowski, J., Scotese, T., Chase, K., Havelly, J., Fouagou, Y., & Xiong-Morel, T. (2024). Applying the I-O Skillset: How to Design and Activate an Employee Value Proposition [Alternative Session]. Society for Industrial and Organizational Psychology Annual

Conference, Chicago, IL, United States.

All employers have an employee value proposition (EVP), whether created explicitly or implicitly inferred. An EVP is the cultural attributes and benefits one gain through employment with an organization. Although designing an EVP utilizes many I-O psychology skills, there have been zero sessions on EVP at recent SIOP conferences. This session brings together practitioners who have designed and led EVP projects to increase knowledge sharing and networking among interested individuals. These practitioners will share their learnings and facilitate an interactive Q&A.

Measuring Inclusion, Microaggressions, and Belonging: Translating Theory Into Practice (Ignite - 198561)

8:00 AM – 8:50 AM | Location: Swissotel Zurich EF

Authors: Harmata, R. (Co-Chair), Li, S. (Co-Chair), Feitosa, J., Jankovic, R., McDonald, D., & Brooks, T.E.R. (2024). Measuring Inclusion, Microaggressions, and Belonging: Translating Theory into Practice [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Diversity, equity, inclusion, and belonging (DEIB) is facing new and renewed overt challenges due to the dynamic legal landscape, changes to organizational survey methodology, and varying organizational DEIB maturity levels. Panelists will present case studies that outline practical considerations from multiple industries and organizational maturity to not only provide the practitioner resources but also uncover challenges practitioners face when attempting to implement resources curated in purely academic spaces.

Conference Career Center

8:00 AM – 11:30 AM | Location: Hyatt Roosevelt Meeting Rooms

Designated area reserved solely for CCC registered Employers and Job Seekers looking to conduct in-person job interviews. Space may be reserved ahead of time via email (careerservices@siop.org) or at the CCC check-in table (located in the Roosevelt Meeting rooms).

Friday Morning Seminars Check-In

8:00 AM – 8:30 AM | Location: Michigan Rooms

Friday Seminars require preregistration and an additional fee. You may add these items by logging back into the [registration site](#).

Friday Morning Seminars (Seminars 1, 2, and 3)

8:30 AM – 11:30 AM | Location: Michigan Rooms

Friday Seminars require preregistration and an additional fee. You may add these items by logging back into the [registration site](#).

Friday Seminar 1: AI Coaching: Navigating the Opportunities, Uses, and Perils

Friday Seminar 2: Python Fundamentals-Data Manipulation, Data Visualization, Machine Learning, and More!

Friday Seminar 3: Unlocking Excellence-Navigating Employee Experience Measurement and Transformation

Intelligent Nudges: The Surprising Science of Behavior Change (Partner Showcase)

9:00 AM – 10:10 AM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: Perceptlyx

HR and business leaders across industries are asking the same question: How do I drive behavior change across my organization? Behavioral science research offers surprising answers. In this session we'll explore how to activate employees at scale using the power of nudge theory, offering a simple framework for intentional, impactful behavior change.

A Lesson in Giving Back: I-Os Doing Prosocial/Pro Bono Work (Panel Discussion - 197571)

9:00 AM – 10:20 AM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Barden, K.L., Chung, H., Cozma, I., Motahari, S., Sarraf Renshaw, A., Scontrino, P. (2024). A Lesson in Giving Back: I-Os Doing Pro-Social/Pro bono work [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel provides an introductory look into how to get involved in prosocial/pro bono engagements. There is increasing interest across industries and professions in doing prosocial/pro bono work, and I-O psychologists specifically have unique skill sets that can benefit a variety of organizations. The panel will highlight I-O psychologists, both practitioners and academics, who do prosocial/pro bono work and will provide guidance for those interested in doing similar work by sharing their experiences across a variety of settings.

Pivotal Practices: Training, Team Development, and Organizational Development/Change (Alternative Presentation - 198214)

9:00 AM – 10:20 AM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Brooks, S., & Silzer, R. (Co-Chairs). (2024, April). Pivotal Practices in Training & Development, Team Development and Organizational Development & Change. Alternative conference session presented at the Annual Conference of the Society of Industrial and Organizational Psychology, Chicago. Waters, S.D. & Kraiger, K. (2024). Training: Anchoring on Basics while Innovating Tannenbaum, S.I. (2024). Designing and developing effective teams: Insights from I/O practice. Bazigos, M. N. (2024). Organizational Development & Change Silzer, R. (2024). Integration of Development Practices

This session showcases innovative practices in training and development, team development, and organizational development/change. Presenters are highly experienced SIOP practitioner Fellows who have leading edge chapters in the forthcoming SIOP/Oxford Handbook of Practice in Organizational Psychology scheduled for release in 2024. This handbook reviews and evaluates advancements in practice. The session will provide an exclusive preview and insights from 4 pivotal handbook chapters. Speakers will and discuss the integration of development approaches.

Using Different Research Designs to Study Workplace Ostracism (Symposium - 197869)

9:00 AM – 10:20 AM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Liu, C. (Chair) & Liu, D. (Discussant). (2024). Using different research design to study workplace ostracism [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Nagel, J. & Sommer, K. (2023). Beyond self-report scales: An objective behavioral measure of ostracism during tasks.

Liu, C., Abdelal, S., Phung, V., Yuan, J., Yang, J., & Pyc, L. (2023). Using the qualitative approach to examine the antecedents of workplace ostracism.

Gu, X., & Liu, C. (2023). Workplace ostracism and cognitive re-appraisal: The moderating effect of implicit beliefs.

Azeem, M. U., Haq, I. U., & Clercq, D. E. (2023). When employees observe supervisor ostracizing a colleague!

Existing workplace ostracism (WOS) research mostly uses self-report survey research method to measure victim experience, which is subjective to several research limitations. Authors put together 4 WOS studies using different research designs, including an experimental study that measures WOS using a behavioral indicator, a qualitative study that explores various types of WOS antecedents, a daily diary study that examines the within-person effects of WOS, and a 3-wave time-lagged study (with an experimental vignette study) that focuses on the effect of WOS on bystanders.

Innovative Research Unpacking Within and Between Team Dynamics (Symposium - 197676)

9:00 AM – 10:20 AM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Gagné, M. (Chair) (2024). Innovative Research Unpacking Within and Between Team Dynamics [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Woodley, H. J. R., & McLarnon, M. J. W. (2024). Efficacy for innovation: A multilevel investigation. Agate, D. D., Gagné, M., & O'Neill, T. A. (2024). Exploring multilevel motivation convergence in teams: A self-determination theory approach. Lynch, J., McEwan, D., & Benson, A. J. (2024). Assessing teamwork through an interpersonal lens: How individual differences relate to teamwork reputation and perception. Lieu, E., & O'Neill, T. A. (2024). Conflict type and expression in multiteam performance. Linhardt, R. M., & Salas, E. (2024). Examining the fluidity of innovation teams: A conceptual framework

Five presentations showcase new research using complex qualitative and quantitative methods to better understand the emergence of collective self-efficacy and motivation, the deconstruction of personality composition within teams and its influence on team processes, the role of conflict management in multiteam systems, and the role of trust and planning in enhancing the effectiveness of fluid innovation teams.

Novel Insights to Moderating Factors on the Workplace Recovery Process [Symposium - 197318]

9:00 AM – 10:20 AM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Lloyd, H. A. (Co-Chair) & Jackson, A. T. (Co-Chair) (2024). Novel Insights to Moderating Factors on the Workplace Recovery Process [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Ayres, T. B. & Venz, L. (2023). Daily leadership and evening recovery from the lens of the recovery paradox. Ikner, B. N. & Black, K. J. (2023). The role of individual and situational factors in the stressor-detachment model. Lloyd, H. A. & Jackson, A. T. (2023). Weekend recovery experiences impact on Monday morning exhaustion and engagement: The role of workaholism. Barratt, C. L. et al., (2023). Stress recovery in nursing.

A variety of mediating and moderating influences on the recovery process will be discussed. The symposium presents 4 different papers that will examine the recovery process and different factors that may influence its effectiveness, including leadership, work segmentation, workaholism, and nonwork thoughts.

Practical Tips for Implementing Engaging Learning Activities in I-O Education (Panel Discussion - 197970)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall H

Authors: Keim, A.C. (Chair), Burch, K., Earnest, D.R., Gonzalez-Morales, M.G., Reynolds Kueny, C., Nixon, A., Sanders, A.M.F. (2024). Practical Tips for Implementing Engaging Learning Activities in I-O Education [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A panel of teaching experts will offer practical tips for engaging learning opportunities in undergraduate and graduate I-O psychology curricula. Authors specify engaging learning practices as those that allow students to tackle complex problems and apply theoretical concepts in a variety of situations. They share strategies for successful implementation, including easy wins, challenges, and failures. They end by sharing digital tangible resources and activities for audience members to have material in hand. Audience members will walk away with ideas for implementation in their own classes.

Finding and Securing External Funding: A Grant Proposal Writing Workshop (Alternative Presentation - 197922)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall I

Authors: Greco, L. M. (Co-Chair), Song, Y. (Co-Chair), Ion, A., Songqi, L. Carter, D. R., Yang, L.-Q. (2024) Finding and Securing External Funding: A Grant Proposal Writing Workshop [Alternate Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session aims to provide practical advice and hands-on feedback from experts to I-O psychologists interested in obtaining funding

through external grants. Attendees will select into themed tables, each with experts who have successfully obtained funding or work for a granting agency. Themes will include: grant writing feedback, grant writing practice exercise, discussion about managing grant funded research projects.

Recruiting in a Permacrisis: Strategies for Finding Talent in Turmoil (Panel Discussion - 198549)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall J

Authors: Antonik, C.W. (Co-Chair), King, R.T. (Co-Chair), Honts, C., Lahti, K., Pryor, K., & Solomonson, A. (2024). Recruiting in a permacrisis: Strategies for finding talent in turmoil [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The recruiting world is experiencing continual shake-ups as the pendulum swings back toward an employer's market. In the past year alone, authors have seen labor market fluctuations, radical legislation, groundbreaking AI tools to support recruiters and candidates alike, layoffs, return to office mandates, and hiring strategy pivots (e.g., focus on skills-based hiring). Panelists from internal and external organizations will share how they are responding to these environmental impacts, including strategies, solutions, and lessons they have learned for successful recruiting and hiring.

Breaking the Fourth Wall: Disentangling the Developmental Process Behind Methods Contributions (Panel Discussion - 197820)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall K

Authors: Lambert, L.S. (Co-Organizer), Pickering, J.R. (Co-Organizer), Creed, V. (Co-Organizer), Dawson, J. (Presenter), DeSimone, J. (Presenter), Krasikova, D. (Presenter), Tay, L. (Presenter), Williams, L. (Presenter), Zhou, L. (Presenter). (2024). Breaking the Fourth Wall: Disentangling the Developmental Process of Methods Contributions [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Panelists will discuss strategies for developing and writing about methods contributions within the organizational sciences. The first half of the session will involve a brief introduction from each panelist, followed by a discussion regarding their previous experience developing methods contributions; the second half will involve a general Q&A. Overall, the panel hopes to provide resources regarding how to generate impactful methods contributions; as such, the target audience involves students and faculty with a strong interest in developing methods contributions and sound research methods.

(A)I Can Be Your Teammate! Exploring the Impacts of AI in Organizational Teams (Symposium - 197433)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall L

Authors: Kang, B. Y. (Co-Chair), Outland, N. (Co-Chair), & Cooke, N. (Discussant) (2024). (A)I can be your teammate! Exploring the Impacts of AI in Organizational Teams [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Wynne, K. & Bonny, J. (2024). Is My AI a Teammate? Observations across Four Contexts. Naber, A., Knight, R., Cassani, L., Schurr, N. Cook, J., Temple, L., Cummings, P. (2024). Team Performance and Perceptions of Performance of Synthetic Teammates in a Brainstorming Task. Georganta, E. & Ulfert, A.S. (2024). Redefining Trust in Teams: The Role of AI Teammates. Kang, B.Y. & Outland, N. (2024). Updates to a Computational Model of the Calibration of Trust between Human and AI Agents.

Artificial intelligence (AI) systems are rapidly evolving, leading to substantial increases in human–autonomy teaming. As a result, organizational researchers must identify the impacts and risks of human–AI teams. Authors present 4 papers that investigate novel uses of AI in organizational contexts.

Breathing New Life Into Old 360 Feedback Systems (Symposium - 197817)

9:00 AM – 10:20 AM | Location: Hyatt Grand Hall MN

Authors: Church, A. H. (Chair), & Seibert, J. (Discussant). (2024). Breathing new life into old 360s [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Young, S. (2024). Using Art and Science to Evolve Caterpillar's 360-Degree Feedback Programming Tomkoria, A. S. (2024). NIKE's Evolving Business Strategy Calls for a New Way to Assess Leaders. Lee, D. (2024). Pulling 360 Feedback Downward in the Organization. Van Dyke, C & Philo, J. (2024). "One Best Way 360" at Albertsons Companies.

360-degree feedback is one of the most commonly used tools today for leadership development, individual assessment, and talent management processes in organizations. Despite its prevalence, however, many 360 systems have lost their edge and impact due to overexposure, lack of direction, or limited I-O expertise. This symposium highlights 4 examples of well-known organizations that have led active efforts to re-invigorate their 360 programs with significant impact and results. Key learnings and best practices for other organizations looking revamp their programs will be discussed.

Working on Purpose: Discussing Current and Future Directions for Meaningful Work (Alternative Presentation - 198598)

9:00 AM – 10:20 AM | Location: Swissotel Montreux 1

Authors: Russell, D.P. (Co-Chair, Panelist), Samo, A. (Co-Chair, Panelist), & Dik, B. (Discussant), (2024). Working on Purpose: Discussing Current and Future Directions for Meaningful Work. [Alternative Session]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States. Samo, A. & Highhouse, S. (2024). Language Modeling to Examine Content Overlap in Meaningful Work Rainone, N. & Lim, R. (2024). The Role of Fostering Understanding and Conviction in the Purpose of Organizational Change on Attaining Competitive Advantage Crook, A. E. (2024). Fostering a Sense of Purpose in Early and Established Career Pursuits Garman, A. N. (2024). Beyond Patient Care: Pursuing the Higher Purpose of Human Health Russell, D.P. & Betts, M.J. (2024). The Leadership We Need Now: Leading with Other-Centered Purpose

Meaningful work is an important part of good work, and even a good life, as it predicts engagement, performance, health, and well-being. Today, organizations are realizing the workers are prioritizing purpose over paychecks, but recent reviews are highlighting little consensus over meaningful work. Here, this alternative session brings together scientist–practitioners to present recent empirically driven research and facilitate audience engagement: Authors want input; they are encouraging the audience to come with questions, anecdotes, and to even be ready to share some of their own research!

Recent Advances in Research on Organizational Constraints (Symposium - 197689)

9:00 AM – 10:20 AM | Location: Swissotel Montreux 2/3

Authors: Bowling, N.A. (Co-Chair), Ramsey, M.C. (Co-Chair), & Pindek, S. (Discussant). (2024). Recent Advances in Research on

Organizational Constraints [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Balducci, C. & Menghini, L. (2024). Organizational constraints and momentary mood at work: An experience sampling investigation across the workday. Dillulio, P.J. & Cigularov, C.P. (2024). In the Way of Engagement and on the Way to Burnout: Public Sector Employees' Experiences of COVID-19 Organizational Constraints. Ramsey, M.C., Bowling, N.A., & López Bohle, S. (2024). A Preliminary Evaluation of the Construct Validity of the Global Organizational Constraints Scale. Britt, T.W. & Jex, S.M. (2024). Organizational Constraints: Conceptualizing and Assessing an Important Workplace Demand.

This symposium focuses on organizational constraints, which encompasses factors at work that hinder effective job performance. Specifically, this symposium includes 4 papers that are focused on 1 of 3 topics: (a) the within-person experience of organizational constraints, (b) the effects of organizational constraints on well-being, or (c) the measurement of organizational constraints.

Poster Sessions: Leadership

9:00 AM – 9:50 AM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

It Takes Two to Make Power Moves: A Dyadic Investigation Into Rank Dynamics (Poster - 197403)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Li, Z., & Benson, A. J. (2024). It Takes Two to Make Power Moves: A Dyadic Investigation into Rank Dynamics [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Dominance and prestige are 2 fundamental processes for social hierarchy. Taking a relational perspective, authors evaluate the behaviors in dominance- and prestige-based relationships as well as group members' willingness to continue work with one another. Study 1 used social relations modelling to show that despite both corresponding to leader emergence, dominance was characterized by assertiveness and toxic behaviors, whereas prestige related to cooperation and lack of toxic behaviors. Study 2 showed that increased dominance reduced one's willingness to engage with the partner in the future.

The Toxic Triangle: Leadership, Team Mental Models, and Core Self-Evaluations (Poster - 197513)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Gordon, C.F., Connelly, S., & Stewart, J.W. (2024). The Toxic Triangle: Leadership, Team Mental Models, and Core Self-Evaluations [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Shedding light on the toxic triangle model, this study explores the interplay of negative leadership, susceptible followers, and conducive environments. Employing a simulated organizational context, it scrutinizes how factors of the model influence followers' sensemaking and ethical decision making. Results show high core self-evaluation enhances followers' sensemaking under personalized leaders, and shared team mental models increase both sensemaking and ethical decision making. The findings of this study can be leveraged by organizations to enhance ethical outcomes of followers.

Inconsistent Leadership: Abusive Supervision, Humor, and Leader-Member Exchange (Poster - 197585)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Skinner, T., Baker, C. L., De Bruin, R., Tillery, M., & Finkelstein, L. (2024). Inconsistent leadership: Abusive supervision, humor, and leader-member exchange [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This vignette study investigated the interaction of leader behaviors and leader humor use on perceptions of leader-member exchange (LMX) including potential mediators and moderators of this relationship. Supervisor behavior and supervisor humor use impact LMX perceptions through abusive supervision (AS) perceptions. Employee attributions for AS moderated this mediating relationship. Interestingly, in the absence of abusive behaviors, humor use may increase AS perceptions. Theoretical and practical implications are discussed.

Contemporary Leadership: Implicit Leadership Theories of Social Media Influencers (Poster - 197635)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Gomez, M., Ashlock L., McAvoy, P. & Sy, T. (2024). Exploring Contemporary Leadership: Implicit Theories of Social Media Influencers. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study assessed implicit leadership theories (ILTs) of social media influencers (SMIs) and leaders. ILTs of the 2 groups were compared resulting in significantly higher means across all dimensions for leaders compared to SMIs with the exception of tyranny. Network analysis revealed the dimension of dynamism as most central to leaders and dedication as most central to SMIs. Last, regression analysis revealed sensitivity and intelligence as significant predictors of leadership perceptions of SMIs. The implications of this study provide valuable insights into contemporary leadership.

A Multidimensional Framework for Measuring Change in Leadership Development (Poster - 197661)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Kosovich, J. J., Jeong, S. B., Craig, S. B., Baines, J. (2024). A Multidimensional Framework for Measuring Change in Leadership Development [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This intermediate study describes a novel framework for conceptualizing change in leadership development, focusing on 4 types of change: redefining, reprioritizing, recalibrating, and traditional change. The framework parallels measurement invariance testing, and builds on methods pioneered by quality-of-life researchers. Through a multiphase thematic analysis of 400 qualitative responses from a 360-degree feedback assessment, authors developed a coding scheme for identifying these types of change. Progressive improvement in rater agreement provides preliminary validity evidence.

The Benevolent Leadership of Wonder Woman: Love of Self and Humanity (Poster - 197665)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Piva, Darlene M., Stanley, Kathryn, & Ralston, Miranda (2024). The benevolent leadership of Wonder Woman: Love of self and humanity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Inspired by Wonder Woman, authors examined relationships between love of humanity with identification with all humanity (IWAH) (McFarland et al., 2012), love of self with self-compassion (SC) (Neff, 2003b), and love leadership behaviors with benevolent leadership (BL) (Karakas & Sarigollu, 2012a) and tested for gender moderation in a cross-sectional study of leaders (N = 216). Results indicated IWAH and SCS are positively correlated. IWAH was a moderate contributor to higher levels of BL and 3 subscales, and SC was a small contributor to BL, but neither were moderated by gender.

The Role of Industry Gender Composition in Leadership Stereotyping (Poster - 197708)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Abdullahi, S. A. & Clapham, M. M. (2024). The role of industry gender composition in leadership stereotyping [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined how gender composition of industry affects stereotyping of leadership using the "think-manager-think-male" paradigm. Participants were randomly assigned to 1 of 6 conditions: effective manager-utility services, effective manager-health services, preferred manager-utility services, preferred manager-health services, men in general, women in general. In each condition, participants rated the target person using the Revised Descriptive Index. Analyses revealed effects of industry gender composition on ratings of effective and preferred leadership characteristics.

From Breach to Bridge: The Role of Managers in Psychological Contract Breach Recovery (Poster - 197711)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Cai, Z., Yue, Y. & Murphy, S. (2024). From Breach to Bridge: The Role of Managers in Psychological Contract Breach Recovery [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In 2 conducted studies using an experimental vignette method, authors assessed the effectiveness of apology and explanation, amends, and promise making in mitigating violation feelings after a psychological contract breach. In Study 1 (N=795) on a transactional breach and Study 2 (N=495) on a relational breach, both consistently demonstrated that although all tactics were effective, offering amends was the most effective tactic. Furthermore, the roles of pre-violation trust and response speed as moderating effects were supported in both studies.

Women's Leader Identification: Leader-Role Alignment and Perceptions of Risk (Poster - 197712)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: MacGregor, J. E. & Steelman, L. A. (2024). Women's Leader Identification: Leader-Role Alignment and Perceptions of Risk [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Leader emergence is associated with agentic characteristics (e.g., assertiveness, decisiveness). However, little research has examined if these characteristics are related to one's own identification as a leader. Leader identification impacts the extent to which people pursue leader development and vie for promotions and thus the leadership pipeline. Results indicated that leader role alignment (agreement between agentic and communal ratings for the self and ideal leader) was related to identification as a leader. Gender and perceived risk of leadership moderated.

How Voice Content Is Developed by Employees and Evaluated by Managers (Poster - 197721)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Zhang, S. & Liu, W. (2024). How Voice Content is Developed by Employees and Evaluated by Managers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examine whether, how, and when abstract and concrete construal influence voice endorsement via influencing voice desirability and feasibility. An event-sampling study supported the positive relationship between abstract construal and voice endorsement via voice desirability and the positive relationship between concrete construal and voice endorsement via voice feasibility. They further found a positive interactive relationship between concrete construal and organizational tenure in predicting voice feasibility.

CEO Personality Convergence: Examining Reputation Across Organizational Hierarchy (Poster - 197930)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Dabdoub, A., Maliakkal, N. T., Borden, P. C., White, J. C., & Lemming, M. R. (2024). CEO Personality Convergence: Examining Reputation Across Organizational Hierarchy [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study uses the attrition-selection-attraction (ASA) framework to examine personality convergence across ascending levels of management. Authors use hierarchical linear modeling to examine the variation within and across organizations. Personality does converge to be more similar to the CEO as one's position gets closer in rank to the CEO; however, this is a weak effect. Substantial variation is explained between companies indicating that individuals within a company tend to be more similar to one another, lending more support to the ASA framework.

Leadership Influence Tactics and LMX: Dyadic Effects From a Social Relations Model (Poster - 197972)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors apply a social relations model to leadership influence tactic use and LMX (team N = 95, individual N = 382, dyadic N = 2,280) to decompose the variance and analyze interpersonal reciprocity. Results show that LMX has a relatively higher portion of dyad-level variance, whereas influence tactics have a relatively higher portion of target-level variance. Dyadic reciprocity (e.g., sending influence to a dyad partner is correlated with receiving influence from that dyad partner) was observed for LMX and soft influence tactics.

Exploring Significance of Key Leadership Competencies Across Four Leadership Levels (Poster - 198025)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Agnihotri, N., & Crevier-Braud, L. (2023). Exploring the Significance of Key Leadership Competencies Across Four Leadership Levels. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Past research predominantly concentrated on competency models tailored to a singular hierarchical level of managers. Based on a commercial competency model, this research conducted an analysis of the relative significance of competencies across 4 distinct leadership levels (team lead, middle manager, senior manager, and C-Level). This model is an empirically driven framework, facilitating the comprehension of exemplary performers within each management level. Results indicated that there are indeed different competencies leveraged for each leadership level.

Harnessing the Power of Paradox: Paradox Mindset, Power, and Leadership Emergence (Poster - 198089)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Bucevski, D. A., Danaj, E., & Benbenisty, Y. (2024). Harnessing the power of paradox: Paradox mindset, power, and leadership emergence [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In this study authors propose that individuals' paradox mindset can be an antecedent of leadership emergence. Concretely, they argue that paradox mindset enables individuals to increase their work involvement and influence on decision-making process, eventually increasing their chances of emerging as leaders. They further identify power as a boundary condition, such that the proposed indirect effect is stronger when power is lower (vs. higher). Findings from 1 field study and 2 experiments, using self and peer reported measures of leadership emergence, provide support for hypotheses.

Leading the Goals' Rush: How Leadership Mindsets Make All the Difference (Poster - 198130)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Hunt, L., Bragger, J., Kubu, G., Abbasi, F., & Sijan, M. (2024). Leading the Goals' Rush: How leadership mindsets make all the difference [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors use Eva et. al.'s (2018) mindset, motive, mode (MMM) model of leadership to examine the moderated relationship between goal orientation (GO; learning, avoid & prove), theory of mind (ToM), and leadership beliefs (hierarchical & systemic). Recruitment is still in progress (current n = 57, anticipated n = 200), but preliminary analyses suggest LGO positively predicts systemic leadership beliefs, and PPGO and APGO positively predict hierarchical leadership beliefs. ToM may moderate these relationships.

How Does Perspective Taking Reduce Abusive Supervision? (Poster - 198142)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Song, D. & Yu, R. (2024). How does perspective-taking reduce abusive supervision? The mediation effect of instrumentality and dehumanization [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study aims to develop and evaluate a multiple-mediator model that explores the connection between perspective taking and leaders' abusive supervision. Drawing on the perspective-taking literature, authors put forth 2 parallel mechanisms through which leaders' perspective taking may attenuate their abusive supervision: the instrumental belief of abusive supervision and dehumanization. Results supported the hypotheses and indicated that perspective taking plays a role in reducing leaders' abusive supervision by enhancing cognitive complexity and social bonding propensity.

Leadership or Likability? Exploring the Role of Affect in Leader Evaluations (Poster - 198167)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Elfeki, Y., Foti, R. J., Acton, B. P., Hansbrough, T. K., Lord, R. G. (2024). Leadership or Likability? Exploring The Role of Affect in Leader Evaluations. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study explores the influence of "liking" or target-specific affect on leadership evaluations, investigating its potential biasing effect on the measurement of various leadership styles. Authors employed SEM to analyze the role of subordinates' liking for their supervisors in their leadership ratings. Results reveal significant liking components in leadership evaluations in 4 leadership scales. These findings underscore the need to consider the biasing role of affect in leadership measurements, emphasizing a potential conflation between leadership styles and follower affect perceptions.

Being Both Leader and Follower: Follower-Leader Identity Integration and Partitioning (Poster - 198168)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Ashlock, L., & Sy, T., (2024). Being Both Leader and Follower: Follower-Leader Identity Integration and Partitioning [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors propose and test a model of leader and follower identity integration and partitioning and refine a multidimensional scale to measure 5 identity statuses. This model operationalizes a concept often intuitively understood that has not been studied empirically. Results indicate that individuals integrate these identities to different degrees. These studies enhance our understanding of the coexistence of leadership and followership identities within a single person. Authors propose a future research agenda to delve more deeply into this novel concept.

Felt Inclusion: Leadership Empowering Behavior's Indirect Role in Turnover Intention (Poster - 198191)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Mendoza, I., Rea, A., Tsai, H.-C., Vestuto, G., & Keating, R. T. (2024). Felt Inclusion: Leadership Empowering Behavior's Indirect Role in Turnover Intention [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

We examined the indirect effect of perceived leadership empowering behavior (PLEB) through felt inclusion (FI) on turnover intentions (TI). Findings indicate a significant total effect of PLEB on TI ($b = -.30, p < .001$) and on FI ($b = .72, p < .001$), with FI also being a significant predictor of TI ($b = -.14, p < .01$) while controlling for PLEB. The total effect of PLEB on TI with FI was still significant ($b = -.20, p < .001$; $CI = -.29$ to $-.1$), indicating that PLEB has an indirect effect on TI through FI.

Leader Identity Claiming and Granting: The Role of Gender on Perceptions of Leadership (Poster - 198231)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Standish, M.P. & Ayman, R. (2024) Leader Identity Claiming & Granting: The Role of Gender on Perceptions of Leadership [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examines how the gender of an individual claiming leadership impacts external perceptions of how leader like they are to others, when they are granted versus not granted leadership. Results found that claiming leadership is not enough to be relationally recognized as a leader, and that granting from others plays an important role in how competent, and leader like, an individual is perceived to be. This study did not find an interaction between gender and granting, on perceived likability, but the lack of this finding is promising for female leaders. Implications are discussed.

Gender and Communication: Unpacking Common Leader Emergence Topics (Poster - 198310)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Tronetti, A.C., Vasquez, D.R., Tonle, M. H., Terrill, J., Chen, A., Noble, K., Strauss, J.A., Grand., J.A. (2024). Gender and communication: Unpacking common leader emergence topics [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examines individual and dyadic level predictors and how gender and communication may affect perceptions of influence. Data were collected from 24 teams (n = 96 individuals, k = 288 unique dyadic relationships) performing a collaborative in-person task. Findings revealed that gender was not related to who participants perceived as influential nor to whether a participant was perceived as influential. However, directed dyadic ratings of communication participation, communication transparency, and gender similarity were significant predictors of perceived leadership/influence.

Blind Loyalty: The Interplay of Member Trait Loyalty and Leader Group Prototypicality (Poster - 198342)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Yoon, Y.-J., Seo, J.-G., & Yang, Tae Seok. (2024). Blind Loyalty: The Interplay of Member Trait Loyalty and Leader Group Prototypicality. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Across a pilot study and 2 experiments (N = 499), authors explored when members would conform to the sunk cost fallacy of their leader. Drawing on social identity theory (Tajfel & Turner, 1979) and trait activation theory (Tett & Burnett, 2003), it was hypothesized that the effect of member trait loyalty on their conformity would be stronger when the leader embodies the core values of the group (prototypical leaders). As expected, greater trait loyalty significantly predicted the conformity of members to the leader's sunk cost decision when perceived prototypicality was higher.

Being a Parent Helps Being a Benevolent Leader: A Mixed-Method Approach (Poster - 198375)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Liang, Z., Wang, C., Li, M., & Liu, Z. (2024). Being a parent helps being a benevolent leader: A mixed-method approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors take a mixed-method approach to uncover the effect of positive parenting experience on benevolent leadership behavior via parent-leader role enrichment. In Study 1, they conduct a qualitative analysis provided by parent-role leaders to reveal that being a parent makes a leader perform more benevolent behaviors. In Study 2, they develop a theoretical model to delineate the positive parenting experience can promote parent-role leaders' benevolent leadership behavior via perspective-taking ability with the conditional moderating effect of the coparenting quality with their spouse.

The How (Well) of Leadership: Using NLP to Explore Themes in Managerial Performance (Poster - 198415)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Kistler, L. D., Goldman, C. B., Bricka, T. M., Reck, T., Burnkrant, S. R., & Walmsley, P. T. (2024). The how (well) of leadership: Using NLP to explore themes in managerial performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors use modern methods to examine a database of narratives focused on strengths and developmental areas for a large sample of managers drawn from a variety of professional occupational settings. Aims are to (a) describe strength themes, (b) describe developmental opportunity themes, and (c) explore the relationship between narrative-derived themes and hallmark models of managerial performance. Appealingly coherent findings for (a) and (b) are reported, and both overlap and uniqueness for (c) found, suggesting value add for understanding both the "what" and "how" of managerial functioning.

Don't Blame Me. I Procrastinate Because of My Supervisor! (Poster - 198488)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Gu, M., Xu, X., Jiang, L., Peng, Y., & Zhang, W. (2024, April). Don't blame me. I procrastinate because of my supervisor! Poster paper submitted to the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL, United States.

Responding to calls for exploring when and why employees will engage in covert, subtle responses, such as procrastination to abusive supervision, authors collected data from 196 employees using a 3-wave longitudinal design. Results indicated that abusive supervision elicited employee procrastination via resource depletion. However, trait mindfulness did not moderate the direct and indirect relationship between abusive supervision and employee procrastination.

The Emergence of Environmental Leadership (Poster - 198618)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Steep, A. & Dupré, K. (2024). The emergence of environmental leadership [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Environmentally specific transformational leadership (ETFL) is particularly effective for leaders supporting workplace environmental initiatives, but little is known about how it comes to be. As such, this research explored personal and contextual correlates of 206 workplace leaders' ETFL, finding it to be predicted by their personality, environmentalism, family status, and own leaders' behavior. As the first study on antecedents of ETFL, this study is well-placed to inform future research on the topic and efforts to identify or develop environmental leaders at work.

Beneath the Surface: Collective Leader Perceptions via NLP (Poster - 198678)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Delice, F., Hernandez, I., Roediger, M., Coyle, P., Foti, R. (2024). Beneath the Surface: Collective Leader Perceptions via NLP [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study employs natural language inference models to uncover collective perceptions of leaders and followers, replicating established psychological findings. Validation on new data affirms its strength as a survey alternative, advancing leadership theory through AI-driven insights. It enhances our understanding of leadership and followership, emphasizing their multidimensional nature and the potential of machine learning for comprehension.

How Change Fatigue Impacts the Positive Effect of Implementation Leadership (Poster - 198694)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Kandah, A., Ehrhart, M. G., Sklar, M., & Aarons, G. (2024). How change fatigue impacts the positive effect of implementation leadership [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the positive influence of implementation leadership on the attitudes toward evidence-based practices (EBP) in substance use treatment clinics. Specifically, it was found that when leaders exhibited higher implementation leadership, in which they are proactive, knowledgeable, supportive, and perseverant during EBP implementation efforts, their subordinates had more positive attitudes toward EBPs. Further, this relationship was significantly weakened when providers experienced higher change fatigue.

Measuring Expected Characteristics for Followers Across Three Dimensions (Poster - 198721)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Coyle, P. T., Foti, R. J., Boyd, K., Leyden, S., & Goswami, A. (2024). Measuring expected characteristics for followers across three dimensions. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

These studies developed a measure of expected follower characteristics using a semantic differential measurement scale. In Study 1, a content analysis was performed on items characterizing followers across 8 contexts. Following, the factor structure was explored and confirmed. In Study 2, correlations with invariant and outcome measures were explored.

The Impact of Abusive Supervision Frequency Inconsistency on Leader-Directed Deviance (Poster - 198724)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Kim, H. & Takeuchi, R. (2024). The impact of abusive supervision frequency inconsistency on leader-directed deviance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The study argues that abusive supervision can be viewed as an unfolding event, one that occurs over the course of time. Drawing on events system theory, this study suggests abusive supervision frequency inconsistency as a distinct phenomenon that is potentially more damaging to the employee and organization than the experience of consistent abusive due to unpredictability of the supervisor–employee relationship, increasing retaliation. Authors introduced perceived supervisor power as a boundary condition. They employed polynomial regression and response surface analysis.

Do Employees Quit Their Boss? Meta-Analysis of Leadership and Turnover/Intentions (Poster - 198754)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Gaddie, C.E., Culotta, T.R., Hoffman, B.J., He, Y. & Kim, Y. (2024). Do Employees Quit Their Boss? Meta-analysis of Leadership and Turnover/Intentions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

An integrative meta-analysis of the association among 7 leadership variables and turnover and turnover intentions (TOI) is presented. Analyses indicate each leadership variable explained nontrivial and unique variance in TOI and identify which variables are the most important predictors of TOI. Yet, leadership variables were weakly related to actual turnover.

Crisis Leadership: Follower Perceptions of Crisis and General Leadership (Poster - 198822)

9:00 AM – 9:50 AM

POSTER SESSIONS

Authors: Lindgren, C. (2024). Crisis leadership: Follower perceptions of crisis and general leadership. Poster presented at the 2024 Annual Meeting for the Society of Industrial and Organizational Psychology, Chicago, IL.

The study investigates leader behaviors during crises and found that strong crisis leadership is associated with making decisions under pressure and fostering a sense of connection with followers and the organization. Although sample size limitations affect the results, this research marks an initial step toward developing a comprehensive theory of crisis leadership in organizational contexts.

Text to Teamwork: Decoding Team Dynamics With Computer-Aided Text Analysis (Alternative Presentation - 198463)

9:00 AM – 10:20 AM | Location: Swissotel Vevey 1/2

Authors: Chan, M. A. (Co-Chair & Panelist), Contractor, N. C. (Co-Chair), Begerowski, S. (Panelist), Bell, S. (Panelist), Cao, H. (Panelist), Kush, J. (Panelist), Mathieu, J. (Panelist). (2024). Text to Teamwork: Decoding Team Dynamics with Computer-Aided Text Analysis [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Team communication provides a wealth of information, but researchers have not been able to maximize the value of this data source due to the labor-intensive nature of parsing text data. To solve this problem, I-Os can use computer-aided text analysis (CATA) and natural language processing (NLP) to better understand teams across unique contexts. This session—for all levels of expertise—begins with a series of presentations introducing applications of CATA and NLP in team research followed by a group discussion focusing on the current and future state of text analysis in team research.

Preparing the Next Generation of I-O Practitioners for Large Language Models (Alternative Presentation - 197140)

9:00 AM – 10:20 AM | Location: Swissotel Vevey 3/4

Authors: Ahmad, A., Howardson, G., Johnson, L. W., LaPort, K., Ristow, T., Ryer, J., Schmidt, A. M. (2023). Preparing the Next Generation of I-O Practitioners for Large Language Models. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session brings together academic and practitioner panelists to discuss the potential disconnect between large language models' (LLMs; e.g., ChatGPT) use in practice and how we are currently preparing the next generation of I-O practitioners. The goals of the session are to (a) identify whether and where this disconnect exists and (b) develop a plan for closing any disconnect with updates to educational curricula and early career development experiences. Session results will be used as the foundation of a 2024 submission to SIOP's The Industrial-Organizational Psychologist.

Regulation and Assessment of AI in the Workplace: Frameworks, Questions, and Possibilities (Ignite - 198734)

9:00 AM – 10:20 AM | Location: Zoom Room 1

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Cooper, Cotton, Hess, Magomaeva, Mantoan, Roberts & Wester (2024). Regulation and Assessment of AI in the Workplace: Frameworks, Questions, and Possibilities (Ignite). Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel of experts from different domains will offer tangible and practical approaches from a range of perspectives that I-O psychologists can learn from and leverage to help develop best practices for the use of AI.

Practical Solutions in Assessment: Frugal Innovation for Item Development (Master Tutorial - 197717)

9:00 AM – 9:50 AM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Cheban-Gore, Y. M., Mitchel-Slentz, B., Belwalkar, B. B., Curnow, C. (2024). Practical Solutions in Assessment: Frugal Innovation for Item Development [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Practitioners and academics focusing on assessments have a common goal: build valid and reliable measures. Despite having this common goal, constraints in sharing their development process leads to a knowledge gap. During this basic tutorial, authors intend to address this gap, provide recommendations for closing the gap, and provide a framework for those working with resource restraints. They will lean on experiences with developing personality assessments for a not-for-profit organization, which has limited resources but maintains the desire to have a well-developed selection system.

The Great 8 Success Factors and NEO IPIP on the Periodic Table of Personality (Symposium - 198516)

9:00 AM – 10:20 AM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Kurz, R. (Co-Chair), Narayanan, L. (Co-Chair), & Menon, S. (Discussant). (2024). The Great 8 Periodic Table of Personality: Mapping Success Factors and NEO IPIP [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Kurz, R. (2024). Personality Factors on the Periodic Table of Personality Guarini, M. (2024). Mapping Competencies on the Periodic Table of Personality Narayanan, L., Kurz, R. & Guarini, M. (2024). Mapping NEO IPIP on the Periodic Table of Personality

This symposium reports on the joint application of the Great 8 competencies and the Periodic Table of Personality to delineate success factors across structurally aligned personality and competency variables in the light of cybernetic personality theory. Three papers map the scales of Personality Factors (PF48), Competency Factors (CF48) and NEO IPIP to quantify the Big 5 "blend" that underpins the

need for achievement, need for power, and evaluation constructs evoked in the Great 8 and their facets. Results suggest a wider conceptualization of the Big 5 that caters for additional facets.

Advancing Personality Assessment: Leveraging Classic Theories and Modern Measures (Symposium - 198593)

9:00 AM – 10:20 AM | Location: Swissotel Zurich AB

Authors: Connelly, B. S. (Chair) & McAbee, S. T. (Discussant). (2024). Advancing personality assessment: Leveraging classic theories and modern measures [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Leyens, T., Lievens, F., Herde, C. N., & Hofmans, J. Assessing behavioral signatures in multiple, speeded assessments. Wilmot, M. P., Saeed, S., & Rauch, A. Entrepreneurial personality: A quantitative review and synthesis of meta-analyses. Perossa, A., Connelly, B. S., & Fang, R. Personality structure in multitrait measures: Traits and implicit personality theory. Heron, X., Sylvara, A. & Sun, T. Can ChatGPT trick automated interviews? Faking an AI-chatbot personality interview

Technological innovations are enabling organizational personality researchers to solicit and synthesize personality information in ways that re-invigorate classic personality theories. Drawing on trait theory, behavioral signatures, life history narratives, and socioanalytic theory, these 4 papers will show an intermediate audience of researchers and practitioners how new analytic approaches to studying personality (profile analysis, chatbot interviews, multitrait assessments, and second-order meta-analysis) yield insights about predictive validity, dimensionality, and faking.

Ask the Experts: Crowdsource Solutions to Your Top Talent Challenges (Alternative Presentation - 197568)

9:00 AM – 10:20 AM | Location: Swissotel Zurich C

Authors: Haas, J. B., Downey, S., Miller, C. F., Handler, C., Johnson, L., Ko, I., Lawal, T., & Rotolo, C. (2024). Ask the Experts: Crowdsource Solutions to Your Top Talent Challenges [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session brings together leading I-O industry experts to facilitate roundtable discussions focused on key talent and HR challenges, including employee listening; diversity, equity and inclusion; learning and development; assessment and selection; talent/performance management; and people analytics. Attendees will have the opportunity to collaboratively work with fellow attendees and experts to address their biggest challenges and create shared talent solutions to implement at their own organizations.

Recovery From Work Stress: Insights From Experience Sampling Methodology Research (Symposium - 197589)

9:00 AM – 10:20 AM | Location: Swissotel Zurich D

This symposium presents findings from 5 experience sampling studies (ESM) that explore the dynamic processes associated with recovery from work stress. These studies highlight a range of approaches that leverage ESM data to explore recovery from work stress as a strategy for enhancing employee health and performance.

Authors: Taylor, M.R. (Co-Chair) & Schemmel, E.A. (Co-Chair) (2024). Recovery from work stress: Insights from experience sampling methodology research [Symposium]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

Grant, R., Shockley, K., & O'Malley, L. (2024). What's your 5 to 9? Antecedents and outcomes of profiles of trajectories of daily recovery experiences across the evening

Weigelt, O., Weiher, G.M., Varol, Y.Z., & Horz, H. (2024). An experience sampling study on how work-related rumination shapes the process of recovery

Zhang, X., Chang, C.-H., & Wang, X.-H. (2024). Viewing myself as a machine: Buffering effect of self-initiated instrumentality

Zhu, Z., Clark, A., Hofmans, J., & Maharjan, B. (2024). Examining the dynamic process of recovery from work stress and its antecedents and outcomes

Headrick, L. (2024). An examination of recovery experiences among firefighters in shift work

Making the Decision to Leave Your Job: How to Know When It's Time to Go (Panel Discussion - 198662)

9:00 AM – 10:20 AM | Location: Swissotel Zurich EF

Authors: Leasher, M. (Chair), Kolmstetter, E., Futrell, D., Desrosiers, E., & Morris, M. (2024). Making the Decision to Leave your Job: How to Know When It's Time to Go [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session is designed to bring awareness to and examine key issues of making the decision to depart a job and organization, as discussed by senior executive I-O practitioners reflecting on their personal career journeys. The panel will discuss the multifaceted elements of weighing a departure decision, including aspects of feeling pulled away from a job, pushed away from a job, and the combination.

What Got You to Management Won't Get You to C-Suite: Potential Is Level-Specific (Partner Showcase)

10:30 AM – 11:20 AM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: Pinsight

Our study of 13,000 leaders confirmed that people show potential for a specific level of management. Leadership is not one job; it differs based on the level in organizational hierarchy. We found that a different combination of characteristics predicted success in frontline vs. midlevel vs. senior management roles. The implications for talent management are vast: rather than viewing one's career as a linear, stepwise advancement through the corporate ladder, we should consider matching people with the level of leadership they show the most potential for. Leadership potential is like an elevator and organizations and people must know which floor to get off at. In this session, we present findings from our global study of leadership potential, offer a model to conceptualize and measure it, and discuss recommendations for implementing the concepts within talent management practices.

Intelligent or Deceptive: Should Applicants Be Allowed to Use AI During Assessments? (Debate - 198075)

10:30 AM – 11:20 AM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Generative AI, notably large language models (LLMs) like ChatGPT, are changing the landscape of prehire assessments. As applicants increasingly adopt LLMs to navigate hiring processes, I-O practitioners grapple with the challenge of whether such technologies should be allowed. To spark a practical discussion, assessment experts across multiple industries will debate whether applicants should be allowed to use generative AI during skills-based and behavioral assessments. Affirmative and negative stances will be assigned. The session will conclude with actionable takeaways for practitioners.

Authors: Mol, S. (Moderator), Hundley, N. (Presenter), Nie, W. (Presenter), Seybert, J. (Presenter), & Shea, J. (Presenter) (2024). Intelligent or Deceptive: Should Applicants Be Allowed to Use AI During Assessments? [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Oye Mi Canto, Otra Vez: Illuminating the Complexities of the Latine/o/a/x Experience (Alternative Presentation - 198217)

10:30 AM – 11:20 AM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Bueno, A. (Chair), Guerrero, P. (Co-Chair), Lopez, T. (Co-Chair), Hysong, S. J., Madera, J. M., Martin-Raugh, M., Reyes, D., Solis, L. (2024). Oye Mi Canto, Otra Vez: Illuminating the Complexities of the Latine/o/a/x Experience [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The 2020 Census has revealed significant growth in the Latine population. However, despite this growth, disparities still exist in Latine representation within academia and organizational leadership. To address this, authors must first acknowledge the complexities of the Latine identity and experience, often overlooked in research and practice due to monolithic group labels. This session aims to illuminate the complexities surrounding the Latine identity and experience and provide valuable insights on how to engage in culturally responsive and inclusive research and workplace practices.

Home-Like Workplaces: Where Do We Draw the Line? (Panel Discussion - 197577)

10:30 AM – 11:20 AM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

"Home-like" workplaces that blur the distinction between work and home through their design and benefits offerings are becoming more common. Although these workplaces are often considered desirable for both employees and organizations, the high integration between life domains they entail may have downsides. This panel discussion brings together experts in this area to provide integrated recommendations on how home-like workplaces might be impacting organizations and their employees and provide guidance for best practices for implementing benefits in a way that is optimal for all stakeholders.

Authors: Friedrich, J.C. (Co-Chair), Thomas, C.L. (Co-Chair), Koziel, R.J. (Co-Chair), Banks, C.G., Brossoit, R.M., Cobb, H.R., Murphy, L.D. (2024). Home-like workplaces: Where do we draw the line? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The UN and I-O Psychology: Impact Through Research, Education, and Practice (Panel Discussion - 197570)

10:30 AM – 11:20 AM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Eby, L. T., Fecteau, D. B., Olson-Buchanan, J. B., Mullins, M., Poteet, M. L., & Weintraub, J. (2024). The United Nations and I-O Psychology: Having Impact through Research, Education, and Practice. (Panel Discussion). Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

In 2015, the United Nations (UN) adopted 17 sustainable development goals (SDGs) to act as a common framework for all countries to work toward improving peace and prosperity across the world. This panel discussion brings together academics, practitioners, and a representative from the UN to discuss where the field is and where it can go in making a broader societal impact regarding the UN SDGs. The panelists bring 5 unique perspectives for discussion: research, education/training, practical applications, I-O psychology related challenges facing the UN, and service.

Measuring Progress: Effective Diversity, Equity, Inclusion Measurement at Work (Panel Discussion - 198124)

10:30 AM – 11:20 AM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Cheung, H. (Co-Chair), Yuan, N. (Co-Chair), Bergman, M. (Panelist), Martinez, L. (Panelist), Mattingly, V. (Panelist), Taylor, A. (Panelist), & Yang, L. (Panelist) (2024). Measuring Progress: Effective Diversity, Equity, Inclusion Measurement at Work [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Despite the popularity and importance of diversity, equity, and inclusion (DEI) initiatives, evidence for their effectiveness remains mixed. To address this issue, this panel aims to provide insights into the intricacies and challenges of one key component for effective DEI management: DEI measurement. By incorporating relevant expertise from both academic researchers and practitioners, the panel hopes to provide specific suggestions for development and implementation of DEI measurement.

Navigating Graduate School as an URM student (Panel Discussion - 197476)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall H

Authors: Stewart, D., King, D., Thai, W., Davis, S., Davis, J., Argueta-Rivera, J., & Hampton, F. (2024). Navigating Graduate School as a URM student: Insights about Strengths, Weaknesses, and Opportunities for Growth [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will address the experiences of underrepresented graduate students to stimulate conversation and ideas about the ways the I-O community can create more inclusive and safer spaces. Topics will include strengths, weaknesses, and opportunities to improve classroom environments, advisor relationships, cohort relationships, and engagement with research.

How to Defend Surveys From Bad Actors to Maximize Data Quality: A Colloquium (Panel Discussion - 198118)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall I

Authors: Regina, J. (Co-Chair), Waiwood, A.M. (Co-Chair), Dubois, H., Dumani, S., & Hughes, I.M. (2024). How to Defend Surveys from Bad Actors to Maximize Data Quality: A Colloquium [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session provides a guided forum to discuss how both academic and applied researchers can combat challenges related to survey data collection brought forth by technological advances, as well as the importance of this issue if researchers are to maximize data quality. Topics include best practices to identify and avoid robot responders, survey farmers, and general insufficient effort responding by participants as well as concerns related to the use of participant recruitment platforms (e.g., Prolific). Questions will be provided by one of the cochairs as well as the audience.

Upping Our Game at Using Data for Enhancing Team Effectiveness in Organizations (Symposium - 197985)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall J

Authors: Osborn, S., (Co-Chair), & McClure J. (Co-Chair). (2024). Upping our game at using data for enhancing team effectiveness in organizations [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. McClure, J. (2024). Finding the needle in the haystack: A data driven approach to team interventions. Seaton, G. A., Rago, D., Garbus, J., & Libby M. (2024). Doing more with less: Team effectiveness in a post-transformation organization. Mongeau, D., & Church, A. H. (2024). Applying an MTMM approach to team effectiveness in a global executive leadership team.

Enhancing team effectiveness has become increasingly important to organizations post the pandemic. Although many team interventions take advantage of tools of some form, few do so in a systematic manner. This session will highlight 3 different organizational case examples that applied a holistic data-driven approach for diagnosing and driving change in team functioning. The use of personality, leader behavior, team climate, and employee feedback as sources of inputs for building an integrated set of interventions will be discussed.

Navigating the Complexities of Ongoing Survey Development and Validation (Ignite - 198792)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall K

Authors: Cantu, C. (Chair), Castillo, M. (Co-Chair), Green, P., Igou, F., & McKnight, S. (2024). Navigating the Complexities of Survey Development and Continuous Validation [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Continuous development and validation of applied surveys are essential for ensuring the accuracy and reliability of data collection instruments. This presentation will explore the challenges and best practices associated with the ongoing refinement and validation of surveys used in various fields, including organizational psychology, customer satisfaction research, and healthcare. Drawing on real-world examples and research findings, attendees will gain insights into addressing common challenges and optimizing survey instruments to yield meaningful results.

Practice Incubator: Leading the AI Transformation With I-O Psychology (Alternative Presentation - 198275)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall L

Authors: Sullivan, T. (Chair & Panelist), Oztunc, G. (Panelist), & Clauson Closs, M. (Panelist). (2024). Practice Incubator: Leading the AI Transformation with I/O Psychology [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Join the first-ever "Practice Incubator" in which authors will explore how I-O psychologists are uniquely positioned to lead AI transformation. From redefining selection and assessment methods to shaping a dynamic workforce and spearheading change management, panelists will spark creativity by presenting a series of real-world, I-O-led initiatives aimed at helping organizations adapt and thrive in the AI era. Then, in small groups, attendees will delve deeper into these initiatives, exchanging insights and ideas on how to harness potential to lead organizations' AI transformation.

Unlocking Potential: AI Applications in Diversity, Equity, and Inclusion Research (Symposium - 197322)

10:30 AM – 11:20 AM | Location: Hyatt Grand Hall MN

Authors: Elfeki, Y. (Chair) & D'Mello, S. D. (Discussant) (2024). Unlocking Potential: AI Applications in Diversity, Equity, and Inclusion Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Eggler, K. D., Alyaan, S., Olenick, J., Gupta, A., Surface, E. A., Ousterout, J. (2024). Identifying Biases in Natural Language Processing Across Demographic Groups. Elfeki, Y., Huynh, C., Sijan, M., Salter, N. P. (2024). An Exploration of Masculinity and Femininity Perceptions Across Monoracial and Biracial Identities using StyleGAN Imagery. Kim, S. C., Hernandez, I., Fan J. (2024). Automating Inequality: Racial Biases in Resume Evaluations by Large Language Models.

This symposium explores the intersection of artificial intelligence (AI) and diversity, equity, and inclusion (DEI) research, focusing on the applications, strengths, and potential biases of AI applications in research and organizational settings. In addition to showcasing the potential of AI's practical and methodological applications in DEI research, this symposium also highlights the importance of recognizing minority perspectives and avoiding the amplification of biases inherent in AI.

The Mental Load: A Conversation Between Researchers and Employees/Practitioners (Alternative Presentation - 197352)

10:30 AM – 11:20 AM | Location: Swissotel Montreux 1

Authors: Yeo, G., Stephenson, E., Wayne, J., Shockley, K., Hideg, I., & Paustian-Underdahl, S. (2024). The Mental Load: A Conversation Between Researchers and Employees/Practitioners. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The mental load, or the thinking work involved in managing a household, has received much attention in the press, and nascent research points to its impact on work experiences. The time is ripe for a two-way dialogue between research and practice. This open

fishbowl session enables discussion between a research panel and audience members, so that lived experiences of employees/practitioners can shape research directions. The discussion will be organic but potential topics include "Can the mental load be good for work?" and "What interventions might reduce the downsides of the mental load?"

Poster Sessions: Safety

10:30 AM – 11:20 AM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

Daily Customer Sexual Harassment and the Role of Organizations (Poster - 197022)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Liang, Y., Park, Y., Kim, SH., & Kim, S. (2024). Daily customer sexual harassment and the role of organizations [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The everyday manifestations of customer sexual harassment (CSH) have been overlooked. Informed by the resource perspective and the gender role literature and employing an experience sampling method in a 10-day diary study involving 71 call center employees, this research reveals that female employees encounter significantly more instances of daily CSH, which in turn erode their daily job satisfaction and work engagement. Moreover, perceived organizational support and effective job training mitigate the adverse effects of daily CSH occurrences on job satisfaction but not on work engagement.

The Impact of Negative Customer Feedback on Gig Workers (Poster - 197025)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Liang, Y., Sun, T., & Zhu, Z. (2024). The impact of negative customer feedback on gig workers. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This research strives to understand how and when negative feedback influences gig workers' work and well-being outcomes. Grounded in the conservation of resource theory, this study hypothesizes that negative customer feedback hinders psychological detachment, contingent on gig workers' perception of job security and their customer feedback handling time. In turn, impaired psychological detachment is related to lower gig workers' job performance and job-related well-being on the following day. A recall study from 273 gig workers provided general support for the hypothesized model.

How Does Safety Listening Avert Aviation Accidents? A Qualitative Study (Poster - 197161)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Pandolfo, A. M., Reader, T. W., & Gillespie, A. (2024). How does safety listening avert aviation accidents? A qualitative study [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Safety listening can prevent organizational accidents, yet the mechanisms underlying this relationship remain poorly understood. Authors analyzed 30 conversations preceding aviation crashes and near misses, finding that effective safety listening repairs team situation awareness by confirming understandings, encouraging sensemaking, correcting misunderstandings, and highlighting constraints. After ineffective safety listening, future voice acts may repair team situation awareness by escalating or amplifying voice. Aviation personnel should be trained in effective safety listening.

Safety Listening in Organizations: An Integrated Conceptual Review (Poster - 197240)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Pandolfo, A. M., Reader, T. W., & Gillespie, A. (2024). Safety listening in organizations: An integrated conceptual review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Voicing concerns is crucial for accident prevention, but disaster investigations often report that voicers were not listened to. Authors conducted a conceptual review of safety listening in organizations: responses to voice calling for action to prevent harm. They found 36 terms/definitions, which often framed safety listening in terms of listeners' motivations. These motivational accounts may be a byproduct of methods used, which focus on perceptions rather than actual responses. They see safety listening as behavioral responses to voice and recommend that studies use more behavioral data.

Between Traits and Sheets: Meta-Analysis of Big-Five Facets and Sleep (Poster - 197391)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Ren, Z., Wang, Y., Ones, D. (2024). Between Traits and Sheets: Meta-analysis of Big-Five Facets and Sleep [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors meta-analyzed relations between sleep variables and Big 5 personality facets. Neuroticism's negative affect and withdrawal facets showed strong negative correlations with overall sleep quality and sleep continuity. Extraversion's positive affect's relations were strong and positive. Conscientiousness' orderliness and industriousness facets were differentially related to overall sleep quality/continuity.

How Personality and Sleep Shape Each Other: Two Longitudinal Investigations (Poster - 197395)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Ren, Z., Wang, Y., Ones, D. (2024). How Personality and Sleep Shape Each Other: Two Longitudinal Investigations [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors present longitudinal studies examining how Big 5 personality traits influence sleep variables and are in turn influenced by sleep. Longitudinal meta-analyses revealed Neuroticism's negative and Extraversion, Conscientiousness, and Openness's modest positive links with subjective sleep continuity. The multiwave primary investigation indicated only conscientiousness is a predictor of sleep duration for objectively measured sleep.

The Harmful Effects of Secondary Traumatic Stress on Child Abuse Pediatricians (Poster - 197497)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Edema-Sillo, E., Nault, E., Ash, J., Thomas, K., Reyes, D. (2024). The Harmful Effects of Secondary Traumatic Stress on Child Abuse Pediatricians [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using survey data on 167 child abuse pediatricians, authors examine the effects of secondary traumatic stress on work engagement and turnover intentions. Furthermore, they examine whether burnout is a mediator for these effects and how perceptions of organizational support buffer the effect of secondary traumatic stress on burnout. Secondary traumatic stress (STS) is positively associated with turnover intentions. Additionally, there is a negative indirect effect of STS on work engagement through burnout.

The Well-Being Cost of Workplace Age Discrimination: The Roles of Gender and Race (Poster - 197524)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Riccardi, C., Schirle, G., Peng, Y., & Seo, C. M.L. (2024). The well-being cost of workplace age discrimination: The roles of gender and race [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study tests joint moderation effect of gender and race on the relationship between workplace age discrimination and employee psychological well-being. Using a sample of 939 employees, authors found a significant 3-way interaction effect of gender, race, and age discrimination on employee psychological well-being. Follow-up analyses revealed that compared to employees from other combined minority groups, minority females reported poorer psychological well-being when experiencing workplace age discrimination. Implications for organizational policies and general DEI efforts are discussed.

Examining the Impact of Understaffing on Nurses' Moral Injury (Poster - 197634)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Meyer, K. A., Reed, B. N., Pindek, S., & Arvan, M. L., (2024). Examining the impact of understaffing on nurses' moral injury [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigated the impact of understaffing on nurses' moral injury, mediated by emotional exhaustion, using a weekly diary. On weeks when understaffing was higher than usual, nurses experienced higher levels of emotional exhaustion and engaged in acts that violated their moral code. Emotional exhaustion was a partial mediator of this relationship. Results demonstrate that understaffing not only impacted emotional exhaustion among nurses but also moral injury. The results highlight the importance of adequate staffing not only for patient safety but also nurse well-being.

Work-Family Conflict to Unsafe Commuting: A Road Through Perceived Stress and Affect? (Poster - 197638)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Gass, J., Dosumu, F., & Calderwood, C. (2024, April). Work-family conflict to unsafe commuting: A road through perceived stress and affect? Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, Illinois.

Authors suggest a model where work-family conflict leads to next-day prework unsafe commuting through perceived stress and positive and negative affect, with the relationship between work-family conflict and perceived stress being mediated by prospective job demands. No support was found for the overall model but did find support for the pathways between work-family conflict and perceived stress, and perceived stress and positive and negative affect. This suggests that work-family conflict has important implications for employee well-being.

Employee Attachment Styles and Burnout: A Meta-Analysis (Poster - 197657)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Davis, B., Steele-Johnson, D., Bowling, N., & Buchanan, A. (2024). Employee attachment styles and burnout: A meta-analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors analyzed effect sizes ($k = 31$) for relationships between employee attachment styles and burnout. Results indicated that secure attachment style had negative, but anxious and avoidant styles had positive relationships with burnout. Moderator analyses showed stronger associations between anxious and avoidant styles and burnout in longitudinal compared to cross-sectional studies. Results underscore importance of considering employee attachment styles. Future research should examine attachment styles in diverse work contexts to enhance employee well-being and proactively prevent burnout.

More Challenges, Better Performance? A Diary Study With Objective Assessments (Poster - 197700)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Perzl, J., Riedl, E. M., Thomas, J., & Haun, V. C. (2024). More challenges, better performance? A diary study with objective assessments [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In this diary study with 70 knowledge workers over 10 workdays, authors investigated the performance-enhancing potential of challenge stressors throughout the workday using objective performance measures. Lunch break recovery was examined as moderator. Challenge stressors were related to increased performance in the morning as well as in the afternoon and evening on days with longer lunch breaks. Hindrance stressors were unrelated to performance but associated with decreased energy levels throughout the day. Lunch break recovery did not attenuate these relations.

Initial Findings on an App-Based Stress Intervention for Military-Related Personnel (Poster - 197732)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Huffman, A. H., Wayment, H. A., Pax, R., Knaus, M., Federman, E. & Seijo, K. (2024). Initial Findings on an App-based Stress Intervention for Military-related Personnel. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors designed an app that focuses on the “quiet ego” framework, which is centered around a self-identity that reflects values related to growth and balance of self - and other concerns. The app Direction Check is based on quiet ego concepts but is translated for the military population. They test the effectiveness of Direction Check (vs. control Progress Check) on a sample of ROTC cadets. Initial findings provide promising support for hypothesis that Direction Check decreases stress as measured by biobehavioral measures (oxidized stress, Flanker test) and self-report (survey).

A Factor Analysis of Burnout and the Development of the Burnout at Work Inventory (Poster - 197833)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Postier, L. E. & Michel, J. S. (2024). A Factor Analysis of Burnout and the Development of the Burnout at Work Inventory [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Psychological research has yet to reach consensus on the definition of job-related burnout. In 4 studies, this research examines burnout using factor analysis, creates a new measure (Burnout at Work Inventory; BWI), and studies its relationships with work-related and personal variables. Results suggest burnout's factors to be general exhaustion, cognitive weariness, decreased professional efficacy, and emotional impairment. The BWI has acceptable reliability and validity and relationships with work-related and personal variables comparable to established burnout measures.

Direct and Indirect Effects of Customer Sexual Harassment on Employee Outcomes (Poster - 197846)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Wolburg Martinez, F., Yu, X., Yang., L. Q., & Fox, S. (2024). Direct and Indirect Effects of Customer Sexual Harassment on Employee Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the direct and indirect effect of customer sexual harassment (CSH) on anxiety and instigated incivility toward customers on a sample of 147 hospitality employees. Authors found a direct effect of CSH on instigated incivility but not anxiety. Interestingly, CSH was found to be indirectly related to anxiety, but not to instigated incivility, through surface acting. They provide theoretical and practical implications as well as avenues for future research.

What Is Well-Being?: A Systematic Review (Poster - 197871)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Pool, M. J., Watson, G. P., & Quast, K. M. (2024). What is Well-Being?: A Systematic Review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors conducted a systematic review of 427 articles from Journal of Applied Psychology, Journal of Organizational Behavior, and Journal of Occupational Health Psychology in order to determine common constructs and measures of well-being within the occupational psychology context. Findings show that well-being research variables consistently fit within 1 of 4 proposed categories: work well-being, psychological well-being, physical well-being, and nonwork well-being.

Microbreaks and Recovery at Home (Poster - 197893)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Kang, Y.H. & Kim, S. (2024). Microbreaks and recovery at home [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

As work stress continues to affect many employees, the importance of high-quality recovery is on the rise. Depleted resources, however, subsequently have adverse effects on their post-stress recovery experiences. In this study, authors investigate whether microbreaks in the workplace influence depletion and its lack of relatedness to recovery at home. Based on data collected from 133 full-time employees for 10 days, findings reveal a significant indirect mediation effect of microbreaks. They decrease depletion, which, in turn, reduces relaxation but increases mastery and physical activities.

Examination of the Ambition–Burnout Relationship via Mastery Recovery Experiences (Poster - 197906)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: McDuffie, J.W., Pool, R.N., Hustoft, Z., & Nie, W. (2024). Examination of the Ambition-Burnout Relationship via Mastery Recovery Experiences. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examine the mediating role of mastery recovery experiences in the ambition–burnout relationship. Results indicate that mastery recovery experiences mediate the relationship between ambition and burnout. Individuals higher on ambition are more likely to recover from work through mastery recovery experiences which, in turn, is related to fewer experiences of burnout. Results align with the job demands-resources (JD-R) model.

Daily leadership effects on fatigue and engagement: general exhaustion as a moderator

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Ayres, T. B. & Venz, L. (2024). Daily leadership effects on fatigue and engagement: general exhaustion as a moderator [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors conducted a 7-day ESM study examining the impact of daily leadership behavior on end of day fatigue and work engagement. They also examined general employee exhaustion as a moderator of the leadership–employee well-being relationships. Transformational leadership was found to be beneficial for employee well-being and management by exception leadership to be detrimental. Contrary to expectations, contingent reward leadership was found to be detrimental for employee well-being. General employee exhaustion was not a significant moderator. Implications for theory and practice are discussed.

Recovery Activities Spiral: From Enjoying Lunch Meal to Interacting With Coworkers (Poster - 197948)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Yun, M., Chang, Y., & Zappia, c. (2024). Recovery Activities Spiral: From Enjoying Lunch Meal to Interacting with Coworkers. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing on conservation of resources (COR) theory, this study tests the recovery processes in which (a) the quality of lunch meal predicts social interactions via work engagement and (b) emotional expressivity and extraversion amplify the processes. 158 male participants from several construction sites submitted a total of 1,580 observations. Results show that the high quality of lunch meal enhances work engagement, which in turn, leads to social interactions. Although extraversion amplifies the processes, emotional expressivity does not.

Social Microbreaks and Their Moderating Effects Against Workplace Ostracism (Poster - 197949)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Ciccio, A. & Liu, C. (2024). Social Microbreaks and their Moderating Effects Against Workplace Ostracism [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Based on a newly developed 3-factor model of social microbreaks, it was found that physical social microbreaks buffered whereas and passive social microbreaks exacerbated the positively relationship between ego depletion and workplace ostracism, as well as the mediational relationship among performance pressure, ego depletion, and workplace ostracism.

Confidence and Multiteam System Efficacy During and After COVID-19 (Poster - 198115)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Emery, A. C., Javalagi, A. A., & DeChurch, L. A., (2024, April). Confidence and Multiteam System Efficacy During and After COVID-19 [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

This study examines multiteam systems' (MTSs) confidence and decision-making dynamics during and after the COVID-19 pandemic. Results reveal a pandemic-induced interaction effect: the positive relationship between team confidence and MTS performance is stronger during the pandemic compared to the postpandemic period. Practical implications for work design postpandemic are discussed.

A Moderated-Mediation Model Linking Cognitive Ability to Employee Health (Poster - 198141)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Gonzalez-Mulé, E., Berry, C. M., & Lee, Y. (2024). A moderated-mediation model linking cognitive ability to employee health [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors draw from conservation of resources (COR) theory to suggest that cognitive ability leads employees to develop a more internal locus of control, which mediates the effects of cognitive ability on employee physical and mental health outcomes (allostatic load and depression, respectively). Further, they integrate COR theory with the job demands-control model to argue that job demands moderate the negative indirect effects of cognitive ability on employee health via locus of control. Support was found for the hypotheses for mental health but not physical health.

Sleep's Silent Signal: Myth of Daily Sleep Duration's Negative Influence (Poster - 198212)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Tai, M. H., Ones, D. S., Dilchert, S. & Stanek, K. C. (2024). Sleep's Silent Signal: Myth of Daily Sleep Duration's Negative Influence [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A naturalistic, longitudinal study of 374 professionals over 309 days examined the real-world link between sleep duration and negative affect. Contrary to popular belief, the relations were negligible. Findings challenge the prevailing belief, suggesting a causal sleep–affect connection may be overstated for working adults.

Implicit Theories of Energy Resource Gains and Losses During Work and Nonwork Time (Poster - 198332)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Seibel, S. & Haun, V. C. (2024). Implicit Theories of Energy Resource Gains and Losses during Work and Nonwork Time [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors propose that workers have 4 different implicit theories of energy resource gains and losses (ITERGL): (a) energy resource gains during work, (b) energy resource losses during work, (c) energy resource gains during nonwork, and (d) energy resource losses during nonwork. Authors developed a questionnaire to assess these 4 dimensions (Studies 1 and 2) and demonstrated discriminant, convergent, and predictive validity (Study 3). For example, ITERGL correlated with work engagement and morning recovery, indicating that ITERGL are relevant for occupational research.

DART-ing Toward Success: Unveiling the Power of the Data Analytics Readiness Tool (Poster - 198460)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Leslie, J., Syazania, F., Pollard, C., Brynds, T., Sipe, D., Sant, R., Landolt, T., Ludwig, T., & Bergman, S. (2023). DART-ing Towards Success: Unveiling the Power of the Data Analytics Readiness Tool (DART) [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Safety research has yet to harness the power of data analytics to evaluate the impact of management systems. The DART is a self-assessment given to SMEs within organizations that scores descriptive, diagnostic, predictive, and prescriptive analytic capabilities. Results from a chemical and textile manufacturing company revealed adequate preparedness to perform descriptive and diagnostic analyses, whereas predictive and prescriptive analytic readiness were minimal. Company data were analyzed confirming these results, demonstrating the DART can accurately audit organizations analytic capacity.

A Field in Flight: Frontline Healthcare COVID-19 Exposure and Turnover Intentions (Poster - 198467)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Gaddie, C. & Hoffman, B. (2024). A Field in Flight: Frontline Healthcare COVID-19 Exposure and Turnover Intentions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

This study investigated the underlying mechanisms connecting healthcare workers' COVID-19 exposure at work and turnover intentions, comparing the importance of safety and security explanations against traditional work stressor frameworks. Analyses indicate that health and safety concerns emerge as the focal mediator of the exposure–intentions relationship.

Occupation-Based Metaperceptions: Self-View (Dis)Confirmation in Disesteemed Jobs (Poster - 198492)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Smith, N., Finkelstein, L. (2024). Occupation-based Metaperceptions: Self-view (Dis)Confirmation in Disesteemed Jobs [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This research applies self-verification theory (Swann, 1987) to explain why people high in self-esteem may respond more strongly to negative feedback (i.e., occupation-based metaperceptions). Further, authors examine the role of coworker support on these relationships. Results show that self-esteem bolsters the negative relationship between occupation-based metaperceptions and work meaningfulness. They also find that coworker support lessens the damaging effects of occupation-based metaperceptions on work meaningfulness, work engagement, and emotional exhaustion.

Evaluation of an Online Stress Management Training for Air Traffic Control Trainees (Poster - 198596)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Torrence, B., Barrett, J., & Ho, T. (2024). Evaluation of an online stress management training for air traffic control trainees [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

For safety-critical jobs, such as air traffic control (ATC), individuals must maintain performance under various stressors. Performance under stress requires technical skill and skill in managing stress. An online stress management training for ATC trainees was evaluated using a pretest, posttest, and follow-up design. There were positive gains in objective knowledge, subjective knowledge, and subjective competence from pretest to posttest. Only subjective knowledge was significantly higher at follow-up than pretest. Training outcomes were related to perceived stress at the end of training.

The Unexpected Positive Effects of Workplace Ostracism: A Moderated-Mediation Model (Poster - 198628)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Phung, V. & Liu, C. (2024). The Unexpected Positive Effects of Workplace Ostracism: A Moderated-Mediation Model [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Studies have demonstrated the negative impact of workplace ostracism (WOS) on employees' job strains and performance. Based on the conservation of resource (COR) theory, we explore the indirect positive impact of WOS on employees' creative performance and career planning. Based on a sample of 300 employees, our findings support that WOS positively affects employees' creative performance and career planning capacity via feedback-seeking behaviors. Findings also support the moderating effect of job autonomy, suggesting that the indirect relationship is stronger when employees have higher job autonomy and becomes weaker when they have lower job autonomy.

I Think So: The Mediating Role of Attributions Between Incivility and CWB (Poster - 198683)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Kim, B., Lee, J., & Jex, S. M. (2024). I think so: The mediating role of attributions between incivility and CWB [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigated the relationship between incivility intention and counterproductive work behavior (CWB) and the influence of internal and external attribution. Results from 250 full-time employees indicate that when the victim believed that the perpetrator unintentionally engaged in uncivil behavior, the individual attributed incivility to both internally and externally, promoting the increase in CWB, whereas intentional incivility was only attributed externally. This study showed that perceptions of incivility intentionality affected CWB via different attributions.

Location, Location, Location: A Meta-Analysis of Burnout Across Continents (Poster - 198717)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Roach, K. N., O'Brien, K. E., & Beehr, T. A. (2024). Location, location, location: A meta-analysis of burnout across continents [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This meta-analysis ($k = 74$) replicates and expands upon previous reviews by investigating variations across facets of burnout and locations of samples. Some findings include that the emotional exhaustion facet had the highest correlations among burnout subfacets with role stressors. Role overload was more strongly correlated with burnout than was workload. Control and autonomy were more strongly related to emotional exhaustion in North America than Europe. Future research should investigate if this difference is due to social norms or overtime policies.

Theoretical Perspectives from I-O Psychology Linking Work Characteristics to Suicide (Poster - 198825)

10:30 AM – 11:20 AM

POSTER SESSIONS

Authors: Nguyen, D., Klinefelter, Z., Orvis, K., Shenberger-Trujillo, J., & Joiner, T. (2024). Theoretical Perspectives from I-O Psychology Linking Work Characteristics to Suicide. [Poster] Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although several organizational theories connect work and individual well-being outcomes, little has been done to link these theories to suicide. Similarly, suicidology theories lack these theoretical work perspective. The purpose of this theoretical review is to elucidate the connections between these organizational and suicidology theories. Authors provide a future research agenda as well as practical implications for organizational intervention.

AI Adoption in Workplaces: The Role of Industrial-Organizational Psychologists (Panel Discussion - 198652)

10:30 AM – 11:20 AM | Location: Swissotel Vevey 1/2

Authors: Sodhi, K. (Chair), Mellek, T., Miller, C., Sydel, E., Vanderleest, J. (2024). AI Adoption in Workplaces: The Role of Industrial/Organizational Psychologists [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Esteemed panelists from diverse industries leading the charge in AI adoption will delve deep into the transformative role industrial-organizational (I-O) psychologists can play in this paradigm shift. This discourse will encompass: (a) establishing the right organizational culture and conditions conducive to AI adoption, (b) navigating the complexities of upskilling and reshaping job roles in an AI-dominant landscape, and (c) addressing the ethical, legal, and inclusion-related considerations that AI brings forth in workplaces.

Mashup: Alternative Approaches to Leadership Potential in Talent Management (Alternative Presentation - 198243)

10:30 AM – 11:20 AM | Location: Swissotel Vevey 3/4

Authors: Jeffery-Smith, L., MacIver, R., Kriek, H.J., & Caligiuri, P. (Facilitator) (2024). Mashup: Alternative Approaches to Leadership Potential in Talent Management [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Satterwhite, R.C., & Wheeler, A.C. (2024). The Role of Potential in Hiring For Today with an Eye Toward Tomorrow. Kriek, H.J. (2024). The Assessment of Leadership Potential and Experience: A Practitioner Perspective. Jeffery-Smith, L., & MacIver, R. (2024). Internal Talent Mobility: Utilizing Career Paths in High-Potential Identification. Yu, K., Jefferis, P., Bains, R., & Viljoen, K. (2024). Development of an Agility Model to Measure Employees' Leadership Potential. Kavanagh, M. (2024). Assessing for Potential in Early Career Recruitment: Thinking Differently to Promote Social Mobility.

Different practitioners in the field of talent management discuss their alternative approaches and perspectives on identifying leadership potential. Following these short presentations, a Q&A will be facilitated to compare and contrast the approaches, and provide the

opportunity for audience members to contribute to the discussion and engage with the presenters.

Invited: Meet the Experts: A Panel of Leading Researchers and Practitioners in I-O (Special Event - 199633)

10:30 AM – 11:20 AM | Location: Zoom Room 1

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Begrend, T., Hebl, M., Kozwolski, S., Landers, R., Ones, D., Rogelberg, S., Scott, J., & Tippins, N. (2023). Meet the Experts: A Panel of Leading Researchers and Practitioners in IO Psychology. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Join a distinguished panel of renowned researchers and seasoned practitioners in I-O psychology as they engage in candid discussions about the challenges, opportunities, and triumphs they have encountered and conquered throughout their careers. The majority of the session will include more intimate breakout rooms where you will have the opportunity to meet in a smaller setting with all panelists. Come prepared with questions and engage in an honest, transparent, and enlightening learning experience in the presence of these esteemed experts, all gathered in one (virtual) space.

I-O Podcasts: Extending I-O Topics To Mainstream Audiences (Panel Discussion - 197580)

10:30 AM – 11:20 AM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Eigel, L. (Chair), Butina, B., Green, A., Napper, C. (2024). I/O Podcasters: Extending I/O Topics To Mainstream Audiences [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel will focus on the benefits of utilizing podcasts to build content to further I-O psychology principles and methods to broader audiences. You don't have to be Adam Grant to find success. Hear from expert I-O podcasters on how they build awareness, guide discussion, and bring thought leadership on topics like coaching, leadership, and people analytics for HR audiences, executive populations and leaders.

Listen and follow our podcasts on Spotify:

[Department 12: An I-O Psychology Podcast with Ben Butina, PhD](#)

[Directionally Correct: A People Analytics Podcast with Cole Napper, PhD](#)

[You Belong in the C-Suite with Laura Eigel, Ph.D.](#)

[You Deserve to Love Your Job with Arlene Pace Green, Ph.D.](#)

From Campus to Career: A Woman's Guide to Early Career I-O Success (Panel Discussion - 198452)

10:30 AM – 11:20 AM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Hurley, K. J. (Co-Chair), Elliot, S. (Co-Chair), Gladfelter, J., Marshall, A. D., & Minnen Sloan, M. (2023). From campus to career: A woman's guide to early career I-O success [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will involve career-oriented and science-based advice to early career women to support their endeavors in the workforce. Topics will include the comparison of different career paths in I-O, the job application process, practical advice from women who are early career professionals, and salary negotiations.

A Scientist–Practitioner Approach to Improving Experiences of Neurodiverse Candidates (Panel Discussion - 198462)

10:30 AM – 11:20 AM | Location: Swissotel Zurich AB

Authors: Den Houter, K. M., (Co-Chair), Kemp, A. (Co-Chair), Camden, L., Childers, M., Clancy, R. L., & Hedrick, K. N. (2024). A scientist-practitioner approach to improving experiences of neurodiverse candidates [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The aim of this panel is to further the conversation on neurodiversity in hiring, provide organizations with practical recommendations, and stimulate future research on the topic. A diverse group of academics and scientist–practitioners will present results from recent research on the experiences of neurodiverse applicants (e.g., covering topics such as accommodation and disclosure). Additionally, panelists will share insights and recommendations based on their research, practical, and personal experiences.

Creating a Workplace Environment for Managers Who Coach: A Generative Discussion (Master Tutorial - 198234)

10:30 AM – 11:20 AM | Location: Swissotel Zurich C

Authors: Cannon, S. M., Lopez, A., & Marshall, K. (2024). Creating a workplace environment for managers who coach: A generative discussion [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Manager-coaches operate with an intersectional professional identity, navigating workplace environments that are not always equipped to support or sustain their transformative work. This master tutorial will also provide relevant literature and an emergent theoretical model to ground attendees' experience. Through generative discussion, attendees will cocreate solutions that they can apply at work, whether they support managers, are manager-coaches, or want to learn more about intersectional professional identity and related outcomes.

Skills IGNITE: Threading Skills Throughout Talent Practices via Talent Architecture (Alternative Presentation - 198293)

10:30 AM – 11:20 AM | Location: Swissotel Zurich D

Authors: Lyon, J. S., Sestrap, N., Springer, L., Krah, R., Mullen, J., Poepelman, T., & Yu, E. (2024). Skills IGNITE: Threading skills

throughout talent practices via talent architecture [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Six talent professionals with experience in job architecture and talent architecture will share their journey identifying and integrating skills throughout talent practices such as hiring, career development, performance management, people analytics, workforce planning, and compensation. With stories from the tech industry, this engaging, high energy session will IGNITE a discussion about the skills-first movement and the importance of I-O basics like job analysis.

Humanizing the Assessment Experience Through Accessibility and Inclusivity (Symposium - 197650)

10:30 AM – 11:20 AM | Location: Swissotel Zurich EF

Authors: Munson, L., Myers, T., Glover, C., & Mueller, L. (2024). Humanizing the Exam Experience through Accessibility and Inclusivity [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recognizing the large number of people worldwide who report having a disability or being neurodiverse, testing programs are starting to prioritize inclusivity and accessibility over compliance. But, doing this well requires a balance among inclusivity, validity, and security. The presenters in this session are leading the way in their innovative approaches to humanizing the assessment experience by ensuring that it's inclusive, accessible, secure, and valid.

Midday Break (Exhibit Hall Closed)

11:30 AM – 1:00 PM

BREAKFAST/COFFEE/LUNCH BREAKS

Please take this time to eat, recharge, meet with colleagues, catch up on work, etc. The Exhibit Hall will be closed during lunch. Options for lunch (tagged by various dietary needs) can be found in the printed Onsite Guide (page 21) as well as at [this link](#) (curated by Christopher Wiese).

Global Mix N' Mingle: A Virtual I/O Networking Event

12:00 PM – 12:50 PM | Location: Virtual

EVENTS AND RECEPTIONS

VIRTUAL LIVE SESSIONS

Seeking to expand your network and meet other I/O professionals? Join us for this virtual event where you'll have the opportunity to chat with other attendees about careers, future trends, and all things I/O!

EX Transformation: Maximize Impact with the Perceptyx People Insights Platform

1:00 PM – 1:50 PM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: Perceptyx

Join us at the SIOP conference to explore the transformative capabilities of The People Insights Platform. For those tired of feeling stuck in a rut with your employee listening, Perceptyx technology provides the capabilities to turn insights into actionable steps that drive significant impact. With Perceptyx, gather employee feedback seamlessly, and provide users with real-time personalized insights and recommendations aligned with their individual needs and your organization's goals. Elevate your program with Perceptyx and create a thriving workplace where everyone contributes to organizational success.

Invited: DEI Under Fire: A Conversation With SIOP DEI Committee Chairs (Special Event - 199605)

1:00 PM – 1:50 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

EVENTS AND RECEPTIONS

Authors: Arena Jr., D. F., Dhanani, L., Johnson, L., Luksyte, A., Nittrouer, C., Prete, D., Shelby, C., & Tran, N. DEI Under Fire: A Conversation with SIOP DEI Committee Chairs [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session brings together the committee chairs within the SIOP Diversity portfolio to discuss the burgeoning anti-DEI policy, laws, and rhetoric across the globe and its impact inside and outside of SIOP. Each panelist will summarize their thoughts on how we—at SIOP and beyond—can mobilize to combat anti-DEI efforts, and how we can engage in functional and intentional advocacy. An open discussion will then be held for audience members to contribute. Topics will include intentional/impactful advocacy, the role I-Os play as DEI scientists/practitioners, and collaboration across committees.

People Analytics for the Modern I-O: AI, Careers, and More (Panel Discussion - 198464)

1:00 PM – 1:50 PM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Cerasoli, C.P. (Chair), Napper, C., Ferreras, A. C., Saboe, K., Markell-Goldstein, H. (2024). People Analytics for the Modern I/O: AI, Careers, and More [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel will explore how people analytics embodies the modern I-O career path today. They will explore: how to succeed in leveraging I-O in PA; navigating a challenging talent market; and meeting the demand for both simple needs and sophisticated technologies (e.g., artificial intelligence). Panelists at leading organizations will share how they deliver value to their organizations and reflect on how graduate and postgraduate experiences and training could better support an I-O career trajectory in PA. Networking and Q&A will be emphasized.

Work Is on my Mind: Examining the Role of Cognition in the Workaholism Experience (Symposium - 197491)

1:00 PM – 1:50 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Interest in workaholism has grown over the decade from both researchers and mainstream media. This symposium presents novel research examining the importance of cognitive and affective factors in the workaholism experience and how mindfulness training can reduce workaholism in employees. These papers expand our knowledge of the day-to-day influence of workaholism.

Authors: Hernandez, J. (Chair). Work is on my Mind: Examining the Role of Cognition in the Workaholism Experience [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. McGoe, K., Sawhney, G., & Cunningham, A. (2024). Ruminating on the Daily Grind: Examining the Interplay of Workaholic Behaviors, Role Stressors, and Burnout on Negative Rumination

Xu, X., Jiang, L., Ma, J., & Zhang, W. (2024). Be mindful while working too hard! Mindfulness moderates the effects of workaholism on discrete emotions and work goal progress.

Smith, R. W., Eby, L.T., Allen, T.D., Clark M. A. & Hayes, N.J. (2024). Combatting Workaholism: The Test of a Brief Mindfulness Intervention

Optimizing Candidate Experience: Design Features of Asynchronous Video Interviews (Symposium - 197607)

1:00 PM – 1:50 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Powell, D. M. (Chair). (2024). Optimizing Candidate Experience: Design Features of Asynchronous Video Interviews [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Moore, H. I., Dunlop, P. D., Holtrop, D. & Gagné, M. (2024). I'll Be Watching You: The Impact of Identifying an Asynchronous Video Interview Evaluator's Identity on Applicants' Reactions and Performance. Niemitz, N., Rietheimer, L. König, C. J., & Langer, M. (2024). Do Video Interview Questions affect Applicants in Asynchronous Video Interviews? Evidence from an Actual Hiring Context. Ho, B., Zhu, E., Zickar, M., & Liff, J. (2024). Accept or Decline: The Influence of Asynchronous Video Configuration and Applicant Decisions. Plants, A. Dai, Y., & Jayaratne, M. (2024). Chat Over Video Interviews: Examining Candidate Reactions to Two Online Asynchronous Interview Formats. Patel, R. D., Powell, D. M., Roulin, N., & Spence, J. R. (2024). Tell me more! Examining the Benefits of Adding Structured Probing in Asynchronous Video Interviews.

Many organizations have started using asynchronous video interviews (AVIs) in their employee selection process. Authors present 5 empirical studies that test various design features of AVIs—such as follow-up questions, unlimited retakes, or video-based questions. These studies assess how these design features influence applicant reactions, such as fairness perceptions and motivation, as well as applicant performance. Together, this symposium aims to help organizations make informed decisions with respect to AVI design.

Alpha to Omega: Thoughtful Engagement Through the Leader Lifecycle (Alternative Presentation - 197866)

1:00 PM – 1:50 PM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Ginther, N. (Co-Chair), Parr, A. (Co-Chair), Allen, J., David, J., Golay, L., Jayne, B., & Moracz, K. Alpha to Omega: Thoughtful engagement through the leader lifecycle. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Dynamic workplaces require leaders to continuously adapt, be compassionate, and deliver stellar results. Organizations need to identify and retain high caliber leaders to excel in this evolving landscape. Thoughtful engagement throughout a leader lifecycle is critical, and authors are sharing how some companies have done this differently in the selection, onboarding, engagement, development, and high potential stages. In this session, expert panelists will share their direct experiences on how their novel, and, sometimes tried and true, programs have created positive impacts on their leaders.

The AI Will Interview You Now: Latest Developments in Deploying AI-Based Interviews (Panel Discussion - 197917)

1:00 PM – 1:50 PM | Location: Hyatt Grand Hall H

Authors: Badr, K. (Co-Chair), Rutherford, K. (Co-Chair), Huang, Y., Willis, C., & Tschöpe, N. (2024). The AI Will Interview You Now: Latest Developments in Deploying AI-Based Interviews [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The use of AI-driven assessments in the talent acquisition space has been on the rise in recent years. With this increase in adoption comes increased scrutiny and concerns regarding the scientific, ethical, and legal implications of these assessment methods. In this session, authors convene a panel of I-O researchers and practitioners from 3 of the largest vendors in the industry to discuss how to best develop and deploy such interviews. The aim is to shed light on the evolving landscape of AI-based assessments and foster understanding and best practices in the field.

Next Generation Impact: From Utility Analysis to Pilots and Prototypes (Panel Discussion - 197293)

1:00 PM – 1:50 PM | Location: Hyatt Grand Hall K

Authors: Barr, K. R., Johnson, L. N. W., Kamin, A., Ramesh, A., Sharpe, M., Solberg, E., & Van Overberghe, C.T. (2023). Next Generation Impact: Pilots and Prototypes. Society for Industrial and Organizational Annual Conference, Chicago, IL, United States.

Return on investment (ROI) are common requests from I-O practitioners. Although many I-Os have familiarity with forms of utility analysis (Cascio, 1991, Boudreau, 1991), many stakeholders don't accept the projected results. This session will cover how panelists have used product prototypes and pilots to gain stakeholder buy-in and demonstrate impact. The panel will discuss how impact has moved beyond hypothetical dollars to measurable impacts from pilots and prototypes. Authors will also cover advantages and obstacles to demonstrating impact through pilots and prototypes.

Revisiting Traditional Statistical Techniques and Corrections (Symposium - 198123)

1:00 PM – 1:50 PM | Location: Hyatt Grand Hall L

Authors: Green, J. P. (Chair) & LeBreton, J. M. (Discussant). (2024). Revisiting traditional statistical techniques and corrections [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Zhang, C. & Sackett, P. R. (2024). Planned missingness to reduce survey length: A sheep in wolf's clothing. Lin, Y. & DeKoeckoeck, P. D. (2024). Predictor composite validity estimation using meta-analytic correlation matrices: Missingness and uncertainty handling. Keeler, K. R., & Cortina, J. M. (2024). Testing considerations for restricted variance interactions. Bakhos, T., Eliasdóttir, Á., Narog, J., Pate, J. K., & Stewart, R. W. (2024). Inverse Propensity Weighting for evaluating employee assessments.

Collecting and analyzing data has limitations and challenges including missingness and range restriction. This collection of research projects revisits statistical corrections and techniques traditionally used to address these challenges and proposes new techniques to handle them. Findings provide insight into the limitations of current methods and add new techniques to researchers' statistical toolboxes, allowing for progress in areas of data collection, validation evidence, and model training and testing.

Network-Based Approaches for Understanding Diversity in Organizations (Symposium - 198712)

1:00 PM – 1:50 PM | Location: Hyatt Grand Hall MN

Authors: Koko, F.E. (Co-Chair) & Maupin, C.K. (Co-Chair). (2024). Network-Based Approaches for Understanding Diversity in Organizations. Symposium submitted to the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

There remain critical, yet unanswered, questions about how workers from historically underrepresented groups navigate their experiences in organizations. To address this need, recent calls by prominent diversity researchers have identified fruitful opportunities at the juncture of diversity and networks. The purpose of this symposium is to bring together scholars from a variety of institutions and perspectives to push the frontier of diversity research by leveraging network-based approaches to uncover critical perspectives about the workplace experiences of workers from diverse backgrounds.

AI Remembers It All Too Well: The Power of AI in Personality Interviews (Symposium - 197788)

1:00 PM – 1:50 PM | Location: Swissotel Montreux 1

Authors: Sylvara, A. (Co-Chair) & Sun, T. (Co-Chair). (2024). AI Remembers It All Too Well (50min ver.): The Power of AI in Personality Interviews [Symposium]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States. Dai, Y., Plants, A., Jayatilke, B., & Jayaratne, M. (2024). Personality Projected by GPT-2, ChatGPT, and GPT-4 as an Interviewee. Sylvara, A. & Sun, T. (2024). Algorithmic and Topical Examinations on Static Narrative Personality Free Responses vs. Conversational AI Agent Personality Interviews. Liu, J., & Fan, J. (2024). How Do Different Development Choices Impact the Psychometric Properties of a Chatbot-Based Structured Interview? Li, L., Sun, T., Cannata, D., & Huang, Y. (2024). A Meta-analytic Consolidated Reporting on Cross-Sector and Cross-Sample Automated Video Interview (AVI) Performance. Jayaratne, M., & Jayatilke, B. (2024). Approximating CEFR Levels with Text-Based Structured Interview Responses.

Advancements in technology, artificial intelligence (AI), and natural language processing (NLP) have allowed for the development of innovative tools to assess an individual's personality. This symposium presents and integrates five papers that research and address questions and issues pertaining to AI personality interviews. These papers provide insights on generative AI personality projections, NLP personality prediction model training, AI personality interview question types, automated video interviews across use contexts, and AI interview assessment of communication skills.

Poster Sessions: Counterproductive Work Behavior & Emotions

1:00 PM – 1:50 PM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

Intrusive Inquiries: The Effect of Coworker Nosiness on Employee Knowledge Hiding (Poster - 196897)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Aguinaga, B. A., Chang, X., Lin, Z., Currie, R. A. (2024). Intrusive inquiries: The effect of coworker nosiness on employee knowledge hiding [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This research contributes to the literature on organizational knowledge management by examining the impact of coworker nosiness on employee knowledge hiding. Using experimental vignette methodology and leveraging theories on both communication privacy management and conservation of resources, results of data from 557 participants found that coworker nosiness positively relates to knowledge hiding through knowledge sharing riskiness. Results failed to identify a moderating effect of organizational constraints on the relationship between knowledge sharing riskiness and knowledge hiding.

Moral Flexibility and Unethical Behavior: The Dual Protection of Ethical Leadership (Poster - 197278)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Kim Y., Kim J., Brown, M.E., & Diplacido, S. (2024). Right now, wrong then: How moral flexibility shapes unethical behavior via bottom-line mentality? The role of ethical leadership [poster], Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although individuals typically adhere to their own moral principles, they often go astray in pursuit of their self-interests. Authors explored how one's moral flexibility influences his/her engagement in unethical behavior by endorsing a bottom-line mentality and investigated the implications of ethical leadership within this potentially harmful dynamic. They developed and validated a "moral flexibility" scale, and collected data from 2 sources across multiple waves (n = 226) to examine our theoretical framework. Results from the regression analyses supported hypotheses.

Good Versus Bad Situational Strength? Within-Person Effects on Affect and Performance (Poster - 197347)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Kim, J., Aitken, J. A., Baines, J. I., Zhu, Z., Hassani, J., Dalal, R. S., & Kaplan, S. A. (2024). Good versus bad situational strength? Within-person effects on affect and performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using a daily diary study, authors examined within-person effects of 2 of the 4 situational strength facets (clarity and constraints) on employee affect, CWB, and overall job performance. They also examined the mediating role of affective states on the relationship between the 2 situational strength facets and the 2 performance outcomes. Findings were generally supportive of predictions that clarity and constraints represent "good versus bad" facets of situational strength, respectively. Additionally, findings were mostly supportive of the mediation hypotheses.

An Examination of Incivility's Effects on Patient Pain and Operational Outcomes (Poster - 197368)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Goh, E., Lim, S., Tay, E., Wee, J.C.P., & Tan, T. (2024). An examination of incivility's effects on patient pain and operational outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

When crises occur, common knowledge suggests that the crisis management team should prioritize efficient crisis management above all else. This might cause crisis team members to give each other a "license" to enact curt behavior toward each other in favor of expedited crisis resolution. However, might such intercolleague uncivil behavior jeopardize the team's ability to effectively manage the crisis? Through observations of 649 trauma team members across 59 trauma resuscitations, it is found that incivility was associated with both increased patient pain and delays in patients' treatment.

When Employees Engage in Time Theft for Different Motives: A Latent Profile Analysis (Poster - 197441)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Lu, D., Hu, B., Meng, L., & Wang, Y. (2024). When employees engage in time theft for different motives: A latent profile analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Across 2 studies, authors investigated the co-occurrence of time theft motives using latent profiles and analyzed how employees' work attitudes and behaviors vary across these profiles. Study 1 identified 4 time theft motive profiles: rule followers, altruists, self-seekers, and rule breakers. Study 2 replicated these profiles and indicated that certain profiles are more likely to show superior work outcomes than others.

Necessary Nerves? An Expanded Theoretical Model of Anxiety's Workplace Outcomes (Poster - 197600)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Gonzalez, M. F., & Elhouar, W. (2024). Necessary Nerves? An Expanded Theoretical Model of Anxiety's Workplace Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors seek to advance a functional theoretical model of anxiety at work, expanding on a model originally proposed by Cheng and McCarthy (2018). They specifically consider the potential work-related benefits and detriments of anxiety, and the mechanisms underlying both of these. They further explore how the influences of anxiety may depend on whether it stems from work-related versus nonwork-related causes, and on employee levels of proactive personality. Altogether, they hope that the proposed theory will contribute to a more balanced understanding of anxiety and its work consequences.

Context Matters: Profiles of Emotion Regulation at Work and Home (Poster - 197633)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Lawrence, R.C. (2024). Context matters: Profiles of emotion regulation at work and home [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Latent profile analyses (LPA) revealed 3 profiles at work (i.e., low, high, and drain regulators) and 3 profiles at home (i.e., low, gain, and drain regulators). This study revealed (a) differences in the combinations of emotion regulation strategies individuals use at work and home, (b) that affective dispositions do predict consistency in the combinations of strategies used regardless of the context, and (c) that low regulation of emotions and reappraisal coupled with the expression of naturally felt emotions are effective approaches to managing one's emotions.

Ecological Momentary Emotion Regulation Intervention in the Workplace (Poster - 197680)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Zhu, Z., Aitken, J. A., Kim, J., Baines, J. I., Kaplan, S. A., Dalal, R. S., & Hassani, J. (2024). Ecological Momentary Emotion Regulation Intervention in the Workplace [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study developed a novel ecological momentary intervention employing 2 cognitive reappraisal emotion regulation strategies. Authors used a randomized controlled trial design. Participants in the intervention and control groups completed 2 activities daily for 3 workweeks. The intervention succeeded in significantly mitigating negative affect and enhancing positive affect—and, through them, significantly mitigating counterproductive work behavior and enhancing overall job performance. Moreover, a 1-month poststudy follow-up revealed no “fade out” of the intervention effect.

Coworkers' Organizational Embodiment: Attributing Coworker Incivility to Organization (Poster - 197830)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Kim, K. Y., Joung, E. K., Ugwuanyi, I., Joiner, L., & Marquis, C. (2024). Coworkers' organizational embodiment: Attributing coworker incivility to organization [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors found that the receipt of discourteous behavior from fellow employees (coworker incivility) was related to reduced affective commitment to the organization and extra-role performance. The strength of these relationships was strongly influenced by the extent to which employees identified their coworkers with the organization (coworkers' organizational embodiment, or COE).

A Meta-Analysis of the Within-Person Relationship Between Affect and Job Performance (Poster - 197982)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Aitken, J. A., Baines, J. I., Wonders, M. E., Kaplan, S. A., Clark, J. E., & Kim, J. (2024, April 17-20). A meta-analysis of the within-person relationship between affect and job performance [Poster]. Society for Industrial and Organizational Psychology 2024 Conference, Chicago, IL, USA.

Recent conceptual and methodological shifts in the study of affect and performance have led to many experience sampling studies focusing on how daily affective states relate to proximal performance. These studies help elucidate how employees' performance can fluctuate as a result of the episodic nature of their workplace experiences. This preregistered study draws from 122 papers to meta-analytically summarize the relationship between daily affect and performance. Authors also explore potential moderators.

A Moral Perspective on the Self-Regulation of Counterproductive Work Behavior (Poster - 197995)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Aitken, J. A., Kim, J., Baines, J. I., Zhu, Z., Hassani, J., Dalal, R. S., & Kaplan, S. A. (2024, April 17-20). A moral perspective on the self-regulation of counterproductive work behavior. Society for Industrial and Organizational Psychology 2024 Conference, Chicago, IL, USA.

Authors test a self-regulatory model of CWB within a moral licensing framework, examining whether daily moral cognitions and moral emotions explain higher or lower future (i.e., next-day) state levels of CWB depending on the discrepancy (or lack thereof) between current state levels and ideal levels. They find that, in the case of misfit, the future CWB state score was, as predicted, higher when ideal CWB exceeded current state CWB, and this effect was observed for both CWB-I and CWB-O. However, neither moral credits nor guilt mediated the relationship between misfit and future state CWB.

Processing Personal Grief While at Work (Poster - 198046)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Zalewski, J. M., & Jaber, A. (2024). Processing Personal Grief While at Work. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

An average of 3.2 million people die in the United States every year, each being survived by an average of 5 bereaved individuals. Although statistically grief appears to be a commonly occurring phenomenon, it has yet to claim a space in industrial-organizational psychological research. The following includes a study assessing the effects of coping style on the manifestation of bereavement phenomena in the workplace, perceived organizational support (POS), and discusses current organizational bereavement leave policies.

Overeducation, Cognitive Overqualification, and Interpersonal Dynamics in the Workplace (Poster - 198052)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Karaeminogullari, A., Erdogan, B., Erturk, A., Karakitapoglu-Aygun, Z., Bauer, T. N., & Ellis, A. M. (2024). Overeducation, cognitive overqualification, and interpersonal dynamics in the workplace. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Based on social identity theory, authors propose that overeducation is related to perceived cognitive overqualification, resulting in attitudes and behaviors that distance employees from coworkers. Authors tested our hypotheses employing a 3-wave survey design among a sample of municipality employees in Istanbul, Turkey. It was found that overeducation predicted perceived cognitive overqualification, which was in turn related to sense of entitlement, feeling envied, and social loafing behaviors. Group tenure moderated the mediated relationship.

Unmasking Silence: Illegitimate Tasks, Moral Disengagement, and Social Contexts (Poster - 198135)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Busse, K. A., Nguyen, K. M., Rodriguez, W. A., & Zhou, Z. E. (2024). Unmasking silence: Illegitimate tasks, moral disengagement, and social contexts [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Compared to the research on the effects of illegitimate tasks on active workplace behaviors, there has been less attention on more passive employee behaviors. Using a 2-wave design, this study found that illegitimate tasks positively predicted employee silence through moral disengagement. Shared illegitimate tasks also buffered the relationship between illegitimate tasks and moral disengagement. Findings extend the understanding of the mediation and moderating mechanisms for the effect of illegitimate tasks on silence behaviors.

How Conflict Affects Vulnerable Narcissists at Work: A Moderated Mediation Model

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors proposed that people higher in vulnerable narcissism (i.e., sensitivity to rejection) would be more likely to perceive victimization when confronted with interpersonal conflict as a type of trait activation. This was expected to lead to counterproductive work behavior (CWB) as a trait-relevant behavioral manifestation of the passive aggression associated with vulnerable narcissism. Support was found for this moderated mediation using 3-wave longitudinal data from a sample of 273 people recruited online.

Nuanced Emotion Regulation: Burnout and Counterproductive Work Behaviors (Poster - 198172)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Mann, K. J., Tappe, M., & O'Brien, K. E. (2024). Nuanced emotion regulation: Burnout and Counterproductive Work Behaviors [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using multiphasic data, authors found support for expanding beyond a dichotomous model of emotional labor. They examine the 3 strategies of attentional deployment, cognitive reappraisal, and response modulation. Attentional deployment and cognitive reappraisal tend to be subsumed under a single factor in many emotional labor models. Results from 334 people over 2 time points suggest that these strategies have differences with burnout and counterproductive work behavior and that mechanisms in line with self-regulation depletion explain the relationship with counterproductive work behavior.

A Within-Individual Examination of How Employees Cope With Injustice Through Gossip (Poster - 198247)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Tan, N. & Yao, J. (2024). A Within-Individual Examination of How Employees Cope with Injustice through Gossip [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research on organizational injustice has extensively examined its negative impact on work outcomes; however, it remains largely unknown what employees themselves can do to cope with injustice. Drawing upon the functional values of gossip, authors posit that workplace gossip may weaken the positive effect of supervisory interactional injustice on retaliation intention, which in turn, reduces employee counterwork behavior. An experience sampling study with 109 full-time employees over 10 workdays supported the hypotheses.

The Development and Validation of the Politically Based Maltreatment at Work Scale (Poster - 198274)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Wall, L. J., Kozak, G. C., Zickar, M. J., Mendelson, R. A., & Brown, E. (2024). The development and validation of the Politically Based Maltreatment at Work scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors developed the Politically Based Maltreatment at Work (PBMW) Scale to assess workplace political harassment. The PBMW was found to correlate with increased job stress, increased turnover intentions, reduced coworker satisfaction, and negative physical health symptoms. In 2 studies, it was found that workers who were politically open about their own beliefs while surrounded by coworkers who were politically different from them experienced the most PBMW. The results support that workplace political harassment does indeed occur and relates to negative outcomes.

Development of an Expectancy Theory Counterproductive Work Behavior Scale (Poster - 198345)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Kidder, Q., Meade, A. W., & Craig, S. B. (2024). Development of an Expectancy Theory Counter-Productive Work Behavior Scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United states.

This research applied an expectancy theory approach to the measurement of counterproductive work behavior (CWB). Five items were created to measure positive and negative instrumentality and valence, along with expectancy for various CWBs. The efficacy of the new scale was then tested in 2 studies. Results suggest a distinct difference between willingness to engage in interpersonal and organizational CWBs. Results also suggest participants are engaging in CWB mostly due to a lack of perceived likelihood of being caught.

CANCELLED: Effect of Family Motivation on Time Theft From an Impression Management Perspective (Poster - 198353)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Li, D., Hu, B., & Meng, L. (2024). Effect of Family Motivation on Time Theft from An Impression Management Perspective [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Employee time theft is a widespread and costly phenomenon. Through a 3-wave survey and a scenario-based experiment, authors examined the influence of family motivation on employee time theft via impression management motive and the moderating role of workplace time theft norm. Findings indicated that employees with high family motivation are likely to manage others' impressions, leading to a reduction in easily noticeable time theft behaviors like unsanctioned breaks and falsifying work hours. This tendency is particularly pronounced in organizations where time theft norms are widespread.

Unlocking the Power of Envy: Knowledge Sharing and Hiding Targeting High Performers (Poster - 198377)

1:00 PM – 1:50 PM

POSTER SESSIONS

We examine how high performers can evoke inspiration and envy, impacting peers' knowledge sharing and hiding behaviors, respectively. We further explore whether task interdependence will moderate these relationships. Two studies revealed envy as a mediator of the relationship between upward social comparison and knowledge hiding. Task interdependence did not moderate this relationship. Our study results emphasize the importance of managing workplace envy to fuel knowledge exchange among colleagues and enhance organizational learning.

Don't Thank Me Like That: When and Why Gratitude Expressions Violate Expectations (Poster - 198438)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Kane, M. E., Geisler, P., Philio, M., Patel, R. Locklear, L. R., & Ehrhart, M. G. (2024). Don't thank me like that: When and why gratitude expressions violate our expectations. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Prior research on gratitude has historically discussed it as a universally positive experience, but gratitude expressions can fail to meet receiver expectations and have unintended negative consequences. Authors explore the circumstances in which individuals feel as though gratitude in the workplace violates expectations. Results suggest that gratitude violates expectations in 3 ways: perceived obligation, perceived quality, and perceived quantity. Understanding expectancy violations of gratitude at work can help employees better understand how to appropriately express gratitude at work.

Dark Personality Predicts Dark Behavior: Linking HDS Scales to Specific CWBs (Poster - 198456)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Muller, L., Winterberg, C., Hall, D., & Boudreaux, M. (2024). Dark Personality Predicts Dark Behavior: Linking HDS Scales to Specific CWBs [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study explored the relationship between personality traits and specific dimensions of CWBs, which have substantial economic and social costs to organizations. Although previous studies have found support for the link between personality and overall CWB, there is a lack of research examining distinct personality traits that differentially predict specific dimensions of CWBs. Using path analysis, it was found that several HDS scales uniquely predicted different dimensions of CWBs. These findings can inform organizations seeking to address and prevent counterproductive behaviors effectively.

Reexamining the Factor Structure of the Perth Emotional Reactivity Scale (PERS-S) (Poster - 198528)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: North, M. N., Boira Lopez, A., Bain, C., Day, E. A., Rice, J., Rockwood, J., Lue, J., & Choi, B. (2024). Re-examining the Factor Structure of the Perth Emotional Reactivity Scale (PERS-S) [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the Perth Emotional Reactivity Scale short form factor structure in a U.S. sample and the relationship between emotion reactivity and work-related outcomes. An established hierarchical model was replicated, and a novel bifactor model was explored, disentangling activation, intensity, and duration from valence. Findings revealed potential scale limitations and the need for investigation on discrete emotions' association with task performance and attention. Results contribute to our understanding of emotion in the workplace and highlight the complexity of emotion reactivity.

Frequent, Intense, and Intentional? Examining Profiles of Mistreatment Using LPA (Poster - 198539)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Carver, S. J., & Finegan, J. E. (2024). Frequent, intense, and intentional? Examining profiles of mistreatment using LPA [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The field of workplace mistreatment is plagued by construct overlap, making it difficult to distinguish among empirical findings of different mistreatment constructs. Using a feature-based approach, authors utilized LPA to examine various profiles of mistreatment among a working sample (N = 779). Support was found for 4 profiles that varied in terms of general mistreatment strength, frequency of mistreatment, and perceived intentionality of mistreatment. The profile labelled "Low Mistreatment" fared the best in terms of outcomes and environmental features of mistreatment.

The Effects of Shame and Guilt in Workplace on Work-Related Rumination: The Role of Work Characteristics As Moderator

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Chang, S. (2024). The Effects of Shame and Guilt in Workplace on Work-related Rumination: The Role of Work Characteristics As Moderator [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Using daily data from 109 participants, this study examined how shame and guilt in workplace have impact on employee's work-related rumination. Results showed that guilt has positive effects on both problem-solving pondering and affective rumination, indicating that guilt can have both positive and negative impacts on employees. Moreover, shame and job autonomy jointly predicted employee's problem-solving pondering such that the relationship is positive when job autonomy is high, and the relationship is negative when job autonomy is low.

Complex Task Performance: The Role of Emotion Reactivity in the Face of Change (Poster - 198591)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Boira Lopez, A., North, M., Bain, C., Day, E. A., Rice, J., Rockwood, J., Lue, J., & Choi, B. (2024). Complex Task Performance: The Role of Emotion Reactivity in the Face of Change [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This lab study involving 303 undergraduates learning to play a complex video game examined the role of emotion reactivity, or an individual's experience of positive and negative emotion activation, intensity, and duration, in complex task performance, specifically as it relates to on-task attention, skill acquisition, transition adaptation, and reacquisition adaptation. Discontinuous growth curve analyses indicated mixed results, with some facets of emotion reactivity having harmful, incremental effects (negative activation) and other facets having beneficial effects (positive intensity).

Workplace Conflict, Emotions, and Strain: A Process Approach (Poster - 198597)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Kay, S.A. (2024). Workplace Conflict, Emotions, and Strain: A Process Approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

During workplace conflict, often emotions run high and must be managed. However, the conflict, emotion, emotion regulation research areas are largely disconnected. To bridge these areas and better understand the holistic conflict process, author investigates how conflict expressions impact emotional reactions and strain outcomes in an experience sampling study with full-time workers. Conflict expression was shown to impact emotional reactions and strain outcomes. Further, use of deep acting emotion regulation buffered the detrimental effect of negative affect impacting emotional exhaustion.

A Process Model of Workplace Cyber Incivility Spillover (Poster - 198696)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Hurt, C.E., & Burch, K.A. (2024). A process model of workplace cyber incivility spillover [Poster]. Society for Industrial and Organizational Psychology Conference, Chicago, IL, United States.

Integrating affective events theory and the theoretical model of selective cyber incivility, authors examine work-related affective rumination as a mechanism in the relationship between daily cyber incivility at work and aggressive and withdrawn behaviors at home. Results from a 10-day daily diary study from 63 participants indicate that on days when employees experience cyber incivility at work, they are more likely to engage in affective rumination, which is association with at-home aggressive and withdrawn behavior. Implications for research and practice will be discussed.

A Meta-Analysis of Trait Boredom With Internalized and Externalized Outcomes (Poster - 198768)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Phan, W. M. J. & Didham, P. (2024). A meta-analysis of trait boredom with internalized and externalized outcomes. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined trait boredom and its relationship with internalizing and externalizing outcomes as well as process constructs (distress emotions and disinhibition) associated with these adverse outcomes (k =159, N = 48,965). Boredom was positively related to internalizing outcomes ($p = .41$, CI [.37, .47]), distress ($p = .41$, CI [.26, .55]), disinhibition ($p = .39$, CI [.35, .44]), and externalizing outcomes (i.e., substance abuse, $p = .29$, CI [.22, .55]). Overall, results highlight the moderate to strong relationship between boredom and these aversive and costly outcomes.

Malicious Compliance: Development and Validation of a New Scale (Poster - 198786)

1:00 PM – 1:50 PM

POSTER SESSIONS

Authors: Cox, G. E., Campbell, C., & Craig, S. B. (2024). Malicious compliance: Development and validation of a new scale. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Malicious compliance involves following directions literally, despite knowing the outcome will not align with the direction's intent. Malicious compliance behaviors can negatively impact organizations (Staughton, 2022). Our scale-development project assessed motivations to commit malicious compliance in four parts: 1) analysis of online malicious compliance self-reports, 2) item generation and exploratory factor analysis, 3) confirmatory factor analysis and initial convergent and discriminant validity tests and 4) final validation tests. We supported a two-factor motivational model: malicious compliance - antisocial motivations ($\alpha=0.86$) and malicious compliance - prosocial motivations ($\alpha=0.92$). We also found strong convergent and discriminant validity evidence using a number of theoretically relevant measures, helping to establish malicious compliance in the theoretical framework of workplace deviance (Warren, 2003). Implications and future research directions are discussed.

Ripping Up the Blueprint: The Many Ways to Transform Organizational Culture (Alternative Presentation - 198285)

1:00 PM – 1:50 PM | Location: Swissotel Vevey 1/2

Authors: Reiss-Carnow, A. (Co-Chair), Hearn, B. (Panelist), Stern, R. (Panelist), Jacobson, C. (Panelist), Scravini, J. (Panelist), Scymcyk, J.M. (Co-chair). (2024). Ripping Up the Blueprint: The Many Ways to Transform Organizational Culture. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Organizational culture is often considered essential for organizations to navigate through today's volatility and facilitate future success. However organizational culture is not a singular entity nor are the elements that influence and transform organizational culture. One conceptualization of cultural transformation is to view leadership, talent experience, and infrastructure as levers to culture transformation. In this mashup, the audience will learn about different ways to utilize, prioritize, and combine these seemingly disparate levers through panel discussions and a case study activity.

Cultivating (Gen) AI-Ready Talent (Alternative Presentation - 197623)

1:00 PM – 1:50 PM | Location: Swissotel Vevey 3/4

Authors: Talloen, J. (Co-Chair), Ivory, S. (Co-Chair), Chen, Y. (Panelist), Mugayar-Baldocchi, M. (Panelist), Raghavan, M. (Panelist). (2024). Cultivating generative AI-ready talent: Data-based insights and discussion [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Generative (Gen) AI has the potential to reshape the way I-Os work. Organizations will need to adapt to effectively staff talent with the skills to build and use generative AI. The first goal of this session is to share findings from a global survey with ~10,000 participants exploring the impact of Gen AI on talent: What skills are employers looking for, how will they cultivate a Gen AI-literate workforce, what employee experience factors are Gen AI users and builders looking for? Second, authors will facilitate a discussion around how the audience can best prepare for these coming changes.

Alliance: Unlocking Whole Person Management: Benefits, Hidden Costs, and Solutions (Special Event - 199640)

1:00 PM – 1:50 PM | Location: Zoom Room 1

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Haas, J.B. (Chair), Downey, S. (Chair), Cadiz D., Ennen, N., Pavese, L., & Reiley P. (2024). Alliance: Embracing Whole Person Management: Exploring Pros, Cons, and Implications [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The idea of encouraging employees to bring their whole selves to work has gained traction in recent years as an approach to driving employee well-being, productivity, and organizational success. This panel discussion explores the multifaceted dimensions of whole person management (WPM) by delving into the benefits and challenges the approach creates for employees, teams, and managers. Attendees will leave with actionable insights and best practices for implementing WPM in their organizations and learn how technology can be leveraged to optimize the benefits and reduce hidden costs of WPM.

How Innovative Technology Is Shifting Leadership Development (Panel Discussion - 197802)

1:00 PM – 1:50 PM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Thomas, K. (Co-chair), Kruse, K., Carson, B., Callahan, K., Cabe, M (2024). How Innovative Technology Is Shifting Leadership Development [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The rise of AI and other innovative technologies is fundamentally shifting how practitioners approach leadership development. This session will explore examples of professionals employing innovative technologies to scale leadership development. Topics will include AI-powered behavioral nudges, microlearning, virtual group executive coaching, peer learning networks, and text-to-coach technology (both AI powered and human powered).

Removing the Cement Shoes: Advice on Making Boundary-Spanning I-O Career Transitions (Panel Discussion - 197755)

1:00 PM – 1:50 PM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Andel, S. A., Arvan, Maryana L., Badibanga, A., Pieczonka, E., & Tedone, A. M. (2024). Removing the cement shoes: Advice on making boundary-spanning I-O career transitions [Virtual Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel will spotlight the wide array of unique career paths that are possible within the field of I-O psychology. Panelists will discuss their approaches to crafting their own I-O career journeys in ways that transcend the formal distinction between academia and practice. They will share details about why they chose to craft their careers, how they prepared for the shift, challenges they encountered, and advice for others who are looking to craft their own personal career path in the field.

Invitation for Research: Race and Ethnicity Questions for the Government and Beyond (Alternative Presentation - 198627)

1:00 PM – 1:50 PM | Location: Swissotel Zurich AB

Authors: Shelby, C., De la Flor Musso, M. E., Powell, N., Fernandez, C. (2024) Invitation for Research: Race and Ethnicity Questions for the Government and Beyond [Alternative Session-Research Incubator]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session is an open invitation to the SIOP community to develop more research and/or practice on the topic of race and ethnicity categories. As the U.S. federal government embarks on a journey to modernize the collection of race and ethnicity data, SIOP has the opportunity to develop expertise in this area and become a leading contributor to the science of racial/ethnic demographic categories. The way this identity-related data is collected, analyzed, interpreted, and reported has important implications for research and practice across all fields.

Alliance: IWOP Declaration of Identity: Creating a Global Shared Identity (Special Event - 199641)

1:00 PM – 1:50 PM | Location: Swissotel Zurich C

Authors: Kozusznik, B. (Co-chair), Glazer, S. (Co-chair), Behrend, T. (Panelist), Demerouti, E. (Panelist), Martinez-Tur, V. (Panelist), Hideg, I. (Panelist), Fricke, H. (Panelist), & Kock, R. (Panelist) (2024). Alliance: IWOP Declaration of Identity: Creating a Global Shared Identity [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The session will include brief addresses from leadership of each of the federated groups, as well as affiliated members through the Big Tent (an initiative that brings together leadership from national IWOP-related organizations around the world). Leadership will address one question: What do we need to do to create a shared identity as IWOPs? After their presentations, audience will engage in roundtable discussions.

How (Not) to Cybervet: New Insights From Social Media in Selection (Symposium - 197490)

1:00 PM – 1:50 PM | Location: Swissotel Zurich D

Authors: Mönke, F. W. (Chair), & Levashina, J. (Discussant) (2024). How (not) to cybervet: New insights from social media in selection [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States Harrison, J. T., Hartwell, C. J., & Campion, M. A. (2024). The influence of personal and professional social media content on hiring ratings. Schäpers, P., Sallach, T., & Mönke, F. W. (2024). Profile summary as a key in LinkedIn-based OCB assessments. Mönke, F. W., Bürger, A. S., & Schäpers, P. (2024). When less is not more: The incomplete information bias in cybervetting. Thornton-Lugo, M., Cubrich, M., & Lee, F. (2024). Social media and fairness: Using principles and motives for fairness to construct better policies.

Cybervetting, the assessment of applicants' social media in selection, is a widespread practice. As recent discussions around it have been controversial, this symposium offers new insights into the (in)validity of such screenings, with relevance for both HR practice and research. Four studies, grounded within HR practices and tailored for an intermediate audience, illuminate how professionals form their cybervetting decisions and propose methods for fostering fairness. A discussant will consolidate the implications and provide guidance on how organizations should (not) approach cybervetting.

IGNITE + Facilitated Session: Monsters Versus Ghosts: What Is Scarier, Tired Practices (Ignite - 198685)

1:00 PM – 1:50 PM | Location: Swissotel Zurich EF

Authors: Betancourt, K., Fiedler, D., Genzer, B., Head, B., O'Brien, M., & Spayd, S. (2024). Title of a debate [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

IGNITE presentations and discussion on the imperative of change and the fear it can cause for organizations facing transformation and modernization. Organizations share examples of grappling with tension between the tired but familiar best practices they rely on, but do not deliver enough value, versus the new and unknown that can be scary. Diverse organizations provide examples of methodological ghosts they've had to expel and scary new approaches they embraced to build a better future. Topics include continuous employee listening, purpose and values statements, and executive leader buy-in.

COI: Org Trauma Meets Cultural Identity; Understanding the BIPOC Workforce Experience (Community of Interest - 199554)

1:00 PM – 1:50 PM | Location: Swissotel Zurich G

Authors: Modeste, Rajanique L., & Nelson, Juliette N., (2024). Communities of Interest Invited: Where Organizational Trauma Meets Cultural Identity; Understanding The Experience of The BIPOC Workforce. Society for Industrial and Organizational Psychology Annual Conference, Chicago, Illinois, United States.

This COI session uncovers the immense impact of organizational culture on BIPOC employee experiences as they navigate organizational trauma. There will be thought-provoking conversation, exploring the concept of "creative suffering" and invaluable insights regarding how BIPOC employees navigate varying workplace challenges. Participants will discover a comprehensive framework to understand organizational trauma and be empowered with transformative knowledge for creating actionable strategies to foster equity, inclusivity, and support within their workplace.

Conference Career Center

1:00 PM – 5:30 PM | Location: Hyatt Roosevelt Meeting Rooms

Designated area reserved solely for CCC registered Employers and Job Seekers looking to conduct in-person job interviews. Space may be reserved ahead of time via email (careerservices@siop.org) or at the CCC check-in table (located in the Roosevelt Meeting rooms).

Friday Afternoon Seminars Check-In

1:30 PM – 2:00 PM | Location: Michigan Rooms

Friday Seminars require preregistration and an additional fee. You may add these items by logging back into the [registration site](#).

Friday Afternoon Seminars (Seminars 4, 5, and 6)

2:00 PM – 5:00 PM | Location: Michigan Rooms

Friday Seminars require preregistration and an additional fee. You may add these items by logging back into the [registration site](#).

Friday Seminar 4: Doing More with Less with Your Talent Agenda

Friday Seminar 5: Build Up Your Business Acumen

Friday Seminar 6: Path to Product

GenAI for Execs and L&D, with Google's Prasad Setty, Former Head of People Analytics

2:00 PM – 3:10 PM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: Valence

Generative AI is going to upend how companies think about learning, leadership and development. That's the premise of a joint report by Valence's CEO Parker Mitchell, and Google's Former Head of People Analytics, People Ops and Digital Workplace, Prasad Setty. Join them to learn how the dozens of interviews they conducted with dozens of CHROs and Talent Leaders helped shape their views on what's possible, and how best to position your company in this new world.

SIOP Intelligence on AI 2.0: Legal, Practice, Science, and Ethics Perspectives (Alternative Presentation - 197918)

2:00 PM – 3:20 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Finuf, K. D. (Chair), Capman, J. (Panelist), Haig, J. (Panelist), Klein, A. T. (Panelist), Locklear, T. S. (Panelist), Oswald, F. L. (Panelist), Ryan, A. M. (Panelist), & Winterberg, C. (Panelist). SIOP Intelligence on AI: Legal, Practice, Science, and Ethics Perspectives: State of the AI Union Address + Panel Session Combo [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

As a follow up to the popular session "SIOP Intelligence on AI" at SIOP 2023, this session reunites experts from academia, internal and external consulting, and law, and vendors to synthesize current and upcoming legal and regulatory requirements, integrate these changes to existing guidance, and engage in a candid discussion around artificial intelligence in employment settings. Following a State of the Union address, representatives from their respective fields will briefly cover key considerations, then the chair will facilitate discussion based on preplanned questions and audience input.

The Bigger Picture: Unsiloing Economic and Financial Stressors Research (Symposium - 197976)

2:00 PM – 3:20 PM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Ready, E. J. (Co-Chair), Bardwell, T. (Co-Chair), & Bazzoli, A. (Co-Chair) (2024). Unsiloing economic and financial stressors research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Klug, K., Decius, J., & Van Hootegem, A. (2024). Profiles of economic stressors and how they relate to employee outcomes: What is the role of the macroeconomic context? Bardwell, T., Heggstad, E., & Walker, L. (2024). Identifying a construct definition for worker financial stress. Phetmisy, C. N., Bardwell, T., Bazzoli, A., & Davenport, M. K. (2024). A meta-analysis of employee financial stress, wellbeing, and work experiences. Hill, E. G., Ehrhart, M. G., Shoss, M. K., & Powell, A. (2024). Faking it 'til you're fired: Exploring the link between the imposter phenomenon and job insecurity on employee work outcomes. Ready, E. J., & Martinez, L. R. (2024). The wage of wellness: The relationship between socioeconomic status and work recovery. Snoeyink, M. J., Robles-Saenz, F., Hammer, L., Martinez, L. R., Brockwood, K., Smith, N. A., & Martinez-Medina, J. (2024). Stronger and louder together: Organizing and advocating to remove barriers for low-income farmworkers.

Economic stressors (e.g., financial stress, job insecurity, socioeconomic status, and income) affect the majority of the workforce. However, research on these constructs has been isolated to different areas within organizational and social sciences. To address this siloing, this symposium pulls together research on various economic stressors that range in method and scope. For example, the symposium includes quantitative work on associations with important related constructs, and qualitative work on financial experiences in specific (and sometimes hardly reached) populations.

High Impact Coaching Techniques: Successes From the Front Lines (Panel Discussion - 198144)

2:00 PM – 3:20 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Bell, A. (Facilitator), Rose, D., Mockler, S., Weiss, J., Savage, L., & Hall, E. (2024). High Impact Coaching Techniques: Successes from the Front Lines [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL., United States.

A panel of diverse practitioners across I-O, clinical, and business backgrounds will share their most impactful coaching techniques and use practical storytelling to demonstrate their effectiveness. Critical incidents, theoretical background, and in the moment consulting in response to a series of discussion questions will inspire the audience to experiment with new tools in coaching and consider leveraging more process and discipline in their own coaching practice.

Human-Centered, Ethical, and Responsible Artificial Intelligence (HCER-AI) at Work: I (Symposium - 198635)

2:00 PM – 3:20 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Samo, A. (chair) & Jayatilleke, B. (discussant). (2024). Human-Centered, Ethical, and Responsible Artificial Intelligence (HCER-AI) at Work: Insights from Psychological Research [symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL. Park, J., Woo, S.E., & Kim, J. (speaker) (2024). A multidimensional measure of attitudes towards artificial intelligence applications at work. Tomczak, D.L. (speaker), White, J.C., Miles, A., Roper, Z., & Behrend, T. S. (2024). Applicant reactions to artificial intelligence in high stakes decision-making contexts: A meta-analysis and future research agenda. Samo, A. (speaker), Hoff, K., & Oswald, F. (2024). The impact of generative AI exposure on the supply and demand of vocational interests in the labor market Pitcher, B.D. (speaker) & Hou, D. (2024). Trainees experience less training anxiety from AI feedback versus human feedback. Talloen, J. (speaker) (2024). Setting the stage for a responsible AI framework.

In today's age of rapid technological progress, artificial intelligence (AI) systems are increasingly being integrated into the world of work, yet there are also an increasing number of risks and biases as these systems are integrated at scale. In this context, this symposium highlights the importance of human-centered, ethical, and responsible artificial intelligence (HCER-AI) and showcases 5 papers with discussant demonstrating current directions in HCER-AI grounded in I-O psychology research.

Human-Centric Assessments: Rethinking How to Assess Talent in Radically Human Ways (Panel Discussion - 198017)

2:00 PM – 3:20 PM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Buffet, M. A., Grubb, A. D., Toomey, E., Lanik, Martin, Brown, M. (2024). Human-Centric Assessments: Rethinking talent assessment in radically human ways. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Human-centric assessments seek to redefine an assessment participant's experience to be more transparent, equitable, engaging, and inclusive than in traditional approaches. This panel will propose a 5-dimensional framework to help assessment practitioners design more human-centric assessments. The panelists will also discuss (a) unmet needs and pitfalls of assessments, (b) required mindset shifts from organizations and practitioners, and (c) new ways of framing, designing, and executing human-centric assessments.

Charting Your Course: Career Navigation in I-O Psychology (Alternative Presentation - 197336)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall H

Authors: Wolfeld, L. (Co-chair), Hayrapetyan, L. (Co-chair), Reichman, W. (Discussant), Adler, S. (Panelist), Grotto, A. (Panelist) & Kern, M. (Panelist). (2024). Charting your course: Career navigation in I/O psychology [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Many believe that I-O career paths are set in stone when they begin, yet the field has evolved to support nontraditional career journeys. In this interactive session, panelists and attendees across different career stages and experiences share their career paths. Attendees will leave with a deeper understanding of potential next steps in their careers and a better grasp on what's possible as the field continues to expand. This session applies to attendees in ALL career stages and from ALL backgrounds—share your stories, learn from others, and explore where you could make a difference next.

Religion at the Workplace: Two Years of Talking and Now It Is Time to Act (Alternative Presentation - 198133)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall I

Authors: Lasson, E. (Chair), al-Qallawi, S. (Panelist), Patel, V. (Panelist), Russell, D.P. (Panelist), & Tyman, A. (Panelist). (2024). Religion at the workplace: Two years of talking and now it is time to act. [Open space session] Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Being faithful to one's religion while working in a professional environment has been a challenge for those who adhere more strictly to faith-based religious practice. In this open space model, the session will include a panel discussion featuring practitioners from diverse religious orientations and continue with breakout groups discussing scenarios of managers and coworkers who work alongside individuals with religious convictions. Breakout groups will be tasked with considering values such as DEI, reasonable accommodation, professionalism, and job performance.

Experiences From Neurodivergent Leaders (Master Tutorial - 198428)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall J

Authors: Jameson, T. P. & Doyle, N. (2024). Experiences from Neurodivergent Leaders [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This interactive session introduces participants to the experiences of neurodivergent leaders and the contradictory traits of popular leadership theories. Using guided facilitation and personal experiences by presenters, the participants will leave with a rich understanding of the new lens of leadership to better understand how to support the 20% of the population that is neurodivergent. I-O practitioners and researchers will benefit from expanding their knowledge and understanding to include this population.

U.S. Anti-LGBTQ+ Legislation: Next Steps for Research and Practice (Panel Discussion - 197696)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall K

Authors: Moran, L. H. (Co-Chair), Cabrera, E. (Co-Chair), Wiese, C. (Co-Chair), Arena Jr., D. F., Dhanani, L. Y., Sabat, I., Salvas, A. (2024). U.S. anti-LGBTQ+ legislation: Next steps for research and practice [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The U.S. has recently experienced a rise in anti-LGBTQ+ legislation after several decades of expansion of LGBTQ+ rights. The goal of this panel is to facilitate an open discussion around this legislation and its implications for LGBTQ+ employees' health, well-being, and productivity. The panel will address the scope of this legislation, the impacts on those working in research and practice to further LGBTQ+ rights, and what next steps are needed in both research and practice.

Golden Paths: This Is the Way Versus Roads Less Traveled (Panel Discussion - 198405)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall L

Authors: Cox, B., Page, N., Robinson, S., & Zajac, S. (2024, April). In M. Natali (Chair), Golden paths: This is the way vs. roads less traveled. (Panel presentation). Presented at the 39th annual conference for the Society of Industrial and Organizational Psychology, Chicago, IL.

Aligning the person to the job and organization has clear benefits but the decision to embark on a career is complex and challenging. Though a "golden path" of success may exist, I-O psychology provides significant opportunities for roads less traveled. This session will explore diverse and nontraditional paths to showcase this variability. Panelists will describe decision making in exploring job opportunities, criteria used in selection, and defining success. Whether on the golden path or off, the discussion will offer attendees a wider understanding of careers in I-O psychology.

Survey Action: What Really Happens, How Do We Know, and Does it Really Matter? (Symposium - 198230)

2:00 PM – 3:20 PM | Location: Hyatt Grand Hall MN

Authors: Brooks, S. M. (Chair). (2024). Survey action: What really happens, how do we know, and does it really matter? [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Brenner, J. L. (2024). Measuring Perceived Action Planning at PepsiCo: A Survey Item Design Analysis. Rosen, M. & Brooks, S. M. (2024). Following Breadcrumbs: Mapping Online Action Tool Entries to Future Survey Improvement. Philo, J. (2024). Localizing the Impact of Annual Associate Listening at Albertson's Companies. Strong, B. H. & Young, S. F. (2024). Evaluating Action Planning at Caterpillar: A Multi-Method Approach. Hammerle, L. (2024). Feedback to Action Planning: Using Simple Metrics to Track Leadership.

Tremendous effort and research are devoted to the machinery of surveys, however the weak point is about action: how to track, nudge, coach, and enhance impact. In this session, quantitative metrics are merged with qualitative characterizations to help practitioners drive improvements from surveys.

Faith Forward: Generating New Research on Religious Diversity in the Workplace (Alternative Presentation - 198219)

2:00 PM – 3:20 PM | Location: Swissotel Montreux 2/3

Authors: Chung, H. H. (Co-Chair), Kato, A. (Co-Chair), Nagel, J. A. (Co-Chair), Ahmad, A. (Panelist), Daniels, D. (Panelist), Lambert, P. (Panelist), & Smith, C. (2024). Faith Forward: Generating New Research on Religious Diversity in the Workplace [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In this alternative session, attendees will gain a deeper understanding of how religion fits into the broader conversation of DEIB and join a research incubator that will inspire new research about religious diversity. First, they will hear from panelists who will briefly share their knowledge of current research and workplace trends on religious diversity, followed by a discussion moderated by the cochairs. Then, they will engage in interactive dialogue with the panelists and fellow audience members to generate new research questions on religion in the workplace.

Poster Sessions: Safety & Attitudes

2:00 PM – 2:50 PM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

Attitudes, Threat Appraisal, and Self-Efficacy Trajectories Across Technology Changes (Poster - 196489)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors:

Ruffin, M. A., Davenport, M. K., & Beier, M. E. (2024). Attitudes, threat appraisal, and self-efficacy trajectories across technology changes. [Poster]. *Society for Industrial and Organizational Psychology 39th Annual Conference* Chicago, IL, United States.

Abstract:

Authors explore trajectories of attitudes, threat appraisal, and self-efficacy over the course of a year-long, ineffective administrative system rollout. Using linear regression and multilevel modeling approaches, results suggest that among heavy end users of the system, attitudes toward, and self-efficacy for, system use declined from pre- to post-botched rollout, whereas threat appraisal steadily increased (i.e., Time 1 to Time 2; $N = 64$). No evidence was found that these outcomes rebounded to pre-implementation levels even after resources were provided (i.e., Time 2 to Time 3 and 4).

Mass Migrations: Examining the Effects of Work Modality on Employee Health (Poster - 196636)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Schwanz, R., Steele-Johnson, D., Bohn, A., Ramsey, M. (2024). Mass Migrations: Examining the Effects of Work Modality on Employee Health. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

The workforce has undergone a global migration from in-person to remote/hybrid modalities within the last 3 years. Researchers have found benefits and challenges for remote/hybrid employees. However, it is uncertain whether and how resources differ between work modalities. Authors extended this research by examining whether employee experiences and perceptions differ between work modalities, and they applied theoretical frameworks to understand these differences. Remote/hybrid employees rely more heavily on autonomy and autonomy support to make up for a narrower range of resources.

Self-Interest Attribution Effects of Priority of Safety on Proactive Safety Behaviors (Poster - 196759)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Ouyang, Y., Zhou, Y., & Wang, L. (2024). Self-Interest Attribution Effects of Priority of Safety on Proactive Safety Behaviors [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Creating a safety-focused workplace enhances employee safety motivation and proactive behavior. However, solely prioritizing safety may not sufficiently boost motivation. This research, conducted in 2 fields, reveals that when employees view TMT's safety practices as self-interested, the positive effects on motivation and proactive safety behavior decline. The CEO's servant leadership is instrumental in enabling the benefits of safety prioritization. Authors challenged the presumed positive impact of prioritizing safety on employee motivation.

Employees' Sleep and Systematic Changes in Stressor Appraisals During the Day (Poster - 196783)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Völker, J., Wiegmann, M., & Schilbach, M. (2024). Employees' sleep and systematic changes in stressor appraisals during the day [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing from the transactional model of stress and sleep research, authors investigated the role of sleep in employees' stressor appraisals during the day. Results demonstrated that higher sleep quality predicted lower hindrance and threat appraisals in the morning. In addition, threat appraisal decreased during the day after a poor night's sleep and for later chronotypes. No associations involving sleep duration (predictor) and challenge appraisal (outcome) were found. Taken together, sleep can alter fluctuations in employees' stressor perceptions, yielding critical theoretical implications.

Cyberloafing as a Tool for Resource Replenishment (Poster - 196891)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Bohn, A., Steele-Johnson, D., Schwanz, R. (2024). Cyberloafing as a Tool for Resource Replenishment. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Most cyberloafing research has focused on potential detrimental effects, but recent research suggests potential benefits. Ego depletion theory is used to explain when cyberloafing might be beneficial, that is, when used to replenish resources. CWB and OCB consume resources, possibly leading to cyberloafing. Results showed that stress, CWB, and OCB were positively related to cyberloafing. Researchers and practitioners might consider stress, CWB, and OCB effects through the lens of ego depletion, that is, demands versus resource availability and focus on managing versus eliminating cyberloafing.

Rank Ordering Personal Resources for Work Ability in the Health and Retirement Study (Poster - 196957)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Oliveira, E. N., & Laguerre, R. A. (2024, April). Rank ordering personal resources for work ability in the health and retirement study. Poster submitted to the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

This study explores psychosocial personal resources (positive/negative affect, purpose in life, aging self-perceptions) in predicting work ability using Health and Retirement Study (HRS) data. Using a dominance analysis across 3 cohorts (2016, 2018, and 2020), self-perceptions of aging emerged as the most important predictor of work ability, followed by purpose in life and positive and negative affect. These findings underscore the significance of addressing aging self-perceptions through targeted interventions to enhance overall work ability and well-being.

When Plans do not Work out: Planning's Role for Stress During Goal Striving

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Trenz, N. & Keith, N. (2024). When plans do not work out: planning's role for stress during goal striving [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Planning is an important strategy that promotes goal progress at work. Authors show that in case of goal failure, planning might exacerbate resulting perceived stress. In a diary intervention study, 105 workers were asked to set daily goals over 5 workdays. Authors assessed planning, goal progress, goal failure and stress on a daily basis. Multilevel analyses showed that goal progress is associated with decreased stress, whereas goal failure is associated with increased stress. Planning decreased stress via goal progress. Planning enhanced the relationship between goal failure and stress.

Examining the Moderating Influence of Subjective Age on Two Types of Motivation (Poster - 197251)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Jones, S. W., Baker, C. L., & Laguerre, R. (2024). Examining the Moderating Influence of Subjective Age on Two Types of Motivation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

How subjective age impacts the relationship among motivation, perceptions of work (e.g., meaning, instrumentality), psychological stress, and job satisfaction was investigated. Utilizing a cross-sectional design, results indicated autonomous motivation drives perceptions of meaning at work while controlled motivation drives instrumentality. Meaningful work and instrumentality related to decreases in psychological stress and increases in job satisfaction. Subjective age moderated relationships between meaningful work and psychological stress, and controlled motivation and work instrumentality.

Antecedents, Outcomes, and Relative Importance of Role Stressors: A Meta-Analysis (Poster - 197299)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Cunningham, A., Sawhney, G., McCord, M. A., Cook, P., & Adjei, K. (2024) Antecedents, outcomes, and relative importance of role stressors: A meta-analysis. [Poster] Society for Industrial and Organizational Psychology Annual Conference, Chicago, Illinois, United States.

Despite being some of the most frequently researched workplace stressors, an in-depth understanding of the drivers and consequences of role stressors is lacking. This meta-analysis makes 3 contributions to the extant literature. First, this meta-analysis consolidates previous research and examines all plausible drivers and outcomes of role stressors. Second, authors explore the relative contribution of each of the role stressors in predicting the examined outcomes. Third, this study replicates and extends research exploring the effects of boundary conditions.

Workaholism and Alternative Recovery Experiences Over the Weekend (Poster - 197319)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Lloyd, H. A., Jackson, A. T., Van Hein, J. L., Johnson, R. E. (2023). Workaholism and alternative recovery experiences over the weekend [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigated the effect of service, spiritual, inertia, and nature weekend recovery experiences on Monday morning recovery. Recovery was operationalized as lower exhaustion and higher engagement. Additionally, it was proposed that workaholism acts as a moderator in these relationships. 209 working adults were recruited. The results show spiritual experiences led to lower exhaustion and greater engagement. Additionally, the relationship between service experiences and exhaustion was moderated by workaholism. Implications are discussed.

“It’s Always Looming Over You”: A Multimethod Study of Responses to Job Insecurity (Poster - 197338)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Schlotzhauer, A. E., Crandell, H. A., Hill, E. G., Sharma, R., Tran, P., & Shoss, M. K. (2024). “It’s always looming over you”: A multimethod study of responses to job insecurity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Whereas past research has often depicted job insecure employees as passive victims, the present mixed-methods study examines job preservation behaviors and the sacrifices people make in response to job insecurity. Results show that many job preservation behaviors are more focused on managing appearances rather than improving performance. Moreover, the findings reveal the sacrifices people make related to their well-being and personal lives. This study offers insights into the coping mechanisms employed by individuals confronting job insecurity and the personal costs involved.

Interpersonal Coepetition and Social Relationships at Work

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Lempert, L. & Keith, N. (2024). Interpersonal Coepetition and Social Relationships at Work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Employees in organizations often face a situation that current theorizing (i.e., social interdependence theory) is mute about: coepetition, where people have to both compete and cooperate at the same time with the same colleagues. Authors propose and find support (longitudinal data from 142 employees) for the idea that coepetition can have detrimental effects for employees (i.e., decreased job satisfaction and increased stress) when social relationships are unfavorable (i.e., low trust, high perceived organizational politics).

The Impact of Professional Rejection on Willingness to Perform and Affectivity (Poster - 197388)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Granillo-Velasquez, K. E., Gutierrez, A. D., Reyes, D. L., & Paterson-Roberts, A. Z (2024). The Impact of Professional Rejection on Willingness to Perform and Affectivity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Rejection is a common phenomenon within the human experience, yet few studies have examined the more nuanced, work-relevant form of rejection targeted at people’s deliverables (e.g., productions, works, ideas; dubbed professional rejection [PR] in this article). This study examines the effect of PR on affectivity and willingness to perform. Results indicate that PR effectuates change in negative and positive affectivity but does not affect people’s willingness to perform. Results also hint at the presence of moderation effects within some of these primary relationships.

Patterns of Precarity Among Older Workers: A Latent Profile Approach (Poster - 197553)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Gebben, AN & Fritzsche, BA. (2024). Patterns of Precarity Among Older Workers: A Latent Profile Approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago IL, United States.

This study investigates the heterogeneity of older workers using a person-centered approach. It examines how different combinations of working conditions impact older workers' psychological well-being and work-related outcomes. Results revealed 4 distinct profiles: unprecious, bridge workers, detached, and precarious. These profiles vary in terms of job insecurity, income inadequacy, work protections, and vulnerability to mistreatment, highlighting the diversity of the older workforce.

Supervisor Support and Employee Mental Health: A Systematic Literature Review (Poster - 197557)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Offermann, L. (2024). Supervisor Support and Employee Mental Health: A Systematic Literature Review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

High and growing rates of depression and anxiety among employees may extend the role of a supervisor to include mental health support. This review examines and synthesizes the social support and mental health literature to see the current state of evidence-based approaches that supervisors can take to support their direct reports in this area of mental health. In response to findings, author proposes a theory-driven, application-based, process to implement and examine evidence-based approaches that supervisors can use to effectively support their employees experiencing anxiety/depression.

The Benefits of Social Participation: Drawing on the Health and Retirement Study (Poster - 197565)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Christodoulou, C. Z. & Laguerre, R. (2024). The Benefits of Social Participation: Drawing on the Health and Retirement Study [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This research draws on national longitudinal data from the Health and Retirement Study (HRS) to investigate the relationship between social participation and work and life outcomes. Findings suggest that sense of control, purpose in life and optimism play an important role in predicting the influence of social participation on work ability and life satisfaction. Authors offer theoretical and practical implications that have relevance to a broad audience.

The Complex Relationship Among Calling, Workaholism, Perfectionism, and Mental Health (Poster - 197594)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Vosika, E.C., Meyer, S.D., & Britt, T.W. (2024). The complex relationship between calling, workaholism, perfectionism, & mental health [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined perfectionism and workaholism as potential negative behavioral tendencies that undermine the beneficial effects of occupational calling on the relationship with mental health symptoms. Findings indicated that workaholism significantly and partially mediated the relationship between calling and mental health symptoms, with workaholism diminishing the beneficial effects of calling. Perfectionism had little to no significant effect on this relationship.

Burnout: Understanding the Roles of Meaning and Uncertainty

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Leduc, J. G. & Boies, K. (2024). Burnout: Understanding the Roles of Meaning and Uncertainty [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the relations among different work stressors, presence of leader vision, exhaustion, and cynicism. Work meaningfulness and positive affect were hypothesized as mediators. Findings show that, although hindrance stressors are positively related to exhaustion and cynicism via work meaningfulness and positive affect, challenge stressors are negatively related to exhaustion and cynicism through positive affect. Leader vision is indirectly negatively related to exhaustion and cynicism. Results have implications for understanding the relation between uncertainty and burnout.

Effect of Leader Appreciation on Employee Burnout: A Self-Determination Perspective (Poster - 197627)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Thomas, A., & Zhou, Z. E. (2024). Effect of Leader Appreciation on Employee Burnout: A Self-Determination Perspective. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study explored whether leader appreciation is related to burnout using a daily diary methodology. It also examined the mediating role of basic psychological need satisfaction and moderating role of psychological need strength. Data were collected from 80 participants on Prolific for 10 workdays. The hypothesized relationships were partially supported. The findings of this study provide evidence for the positive effects of leader appreciation on employee well-being and support the idea that organizations should consider implementing interventions to increase appreciative leader behaviors.

Does Money Matter? Exploring the Dynamic Link Between Income and Job Satisfaction (Poster - 197641)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Kim, N. & Zhang, B. (2024). Does Money Matter? Exploring the Dynamic Link Between Income and Job Satisfaction [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

To unpack the dynamic association between income and job satisfaction, this study employed the latent growth model and the random intercept cross-lagged panel model, which capture between-person and within-person change patterns over time. Analyzing a 20-wave nationally representative Korean panel data, the study revealed a clear positive correlation between change in income and change in job satisfaction at the between-person level. At the within-person level, change in income was significantly related to prospective change in job satisfaction, not vice versa.

All the Lonely Workers: A Meta-Analysis of the Literature on Workplace Loneliness (Poster - 197685)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Sands, M. A., Wax, A., & Warren, C. R. (2024, April). All the lonely workers: A meta-analysis of the literature on workplace loneliness. Poster presented at the 39th Annual Convention of the Society for Industrial and Organizational Psychology, Chicago, IL.

This meta-analysis summarizes the literature on the relation between workplace loneliness and work-related outcomes, including: (a) affect and well-being, (b) cognition, (c) motivation and behavior, and (d) relationships. In addition, the following moderators of the relation between workplace loneliness and work-related outcomes were tested: (a) gender, (b) age, (c) culture, (d) industry, and (e) measure. Results have implications for future research as well as practice.

Organizational Identification and Organizational Performance: Which Leads to Which? (Poster - 197812)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Kim, K. Y., Joung, E. K., Li, M., & Marquis, C. (2024). Organizational identification and organizational performance: Which leads to which? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

There is not enough empirical research on the relationship between collective organizational identification (COI) and firm performance. The literature suggests that the relationship between COI and organizational performance could manifest in either direction. In this research, authors address this conundrum and investigate the causal relationship between COI and organizational financial performance. Based on a longitudinal sample from 226 organizations, it was found that COI leads to organizational financial performance, but the reversed causality does not hold.

Diversity Mindset: Relationships With Adaptability, Growth Mindset, and Job Outcomes (Poster - 197857)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Scott, W. C., Leong, F. T. L., Chandra, S., & Chopik, W. J. (2024). Diversity Mindset: Relationships with Adaptability, Growth Mindset, and Job Outcomes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors introduce a measure of diversity mindset, which is an individual's set of beliefs regarding the nature and consequences of diversity in life experiences, relationships, and life roles. They posit that individuals can either view diversification in life as positive and adaptive, reflecting a high diversity mindset, or negative and maladaptive, reflecting a low diversity mindset. Findings indicate that diversity mindset is directly related to adaptability over and above growth mindset, whereas adaptability mediates the relationship between diversity mindset and job-related outcomes.

Social Capital, Emotional Labor, and Work Engagement in Frontline Restaurant Employees (Poster - 197947)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: McCartney, B. (2024) Social capital, emotional labor, and work engagement in frontline restaurant employees [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This cross-sectional study examined how social capital, surface acting, and deep acting influence work engagement in frontline restaurant employees (n = 221). In addition, this study examined possible indirect effects of surface acting and deep acting on the relationship between social capital and work engagement. Social capital and deep acting positively predicted work engagement, whereas surface acting negatively predicted work engagement. This session will focus on the importance of increasing social capital and implementing deep acting in the restaurant industry.

Weight-Related Metastereotypes and Stereotype Threat as Predictors of Work Attitudes (Poster - 198126)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Gerson, M. J. & Dorr, N. (2024). Weight-related meta-stereotypes and stereotype threat as predictors of work attitudes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined if awareness of stereotypes regarding overweight employees (metastereotypes) solely predicts negative work-related attitudes or if experiencing weight-related stereotype threat also plays a role. Workers (N = 213) completed questionnaires assessing these constructs. Results indicate that, among overweight and obese workers, weight-related metastereotypes showed a direct effect on lower job satisfaction and career aspirations, and higher disengagement with work, but weight-related metastereotypes showed an indirect effect on lower resilience at work through stereotype threat.

Religion, Organizational Commitment, and Reactions to Workplace Offenses (Poster - 198281)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Horvath, M., Hamad, O., Lewis, A., Crow Brauer, M., & Diehl, N. (2024). Religion, Organizational Commitment, and Reactions to Workplace Offenses [poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the interplay between victim and offender religiosity in determining reactions to a workplace offense. In an experimental study complementing previous correlational research, it was found that religious victims were more likely to react positively to their offenders regardless of offender religion, but less religious victims reacted more negatively to religious than nonreligious offenders. This effect was mediated by tendencies to hold religious offenders to higher standards and to consider them part of one's ingroup, and may be moderated by organizational commitment.

Emotions Matter: Why How We Chat Matters More Than What We Say (Poster - 198308)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Pinsk, E., Michel, J.W., & Tews, M.J. (2024). Emotions matter: Why how we chat matters more than what we say. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although research on small talk at work increases in popularity, more research is needed to understand how perceptions about such conversations influence individual attitudes and behaviors toward coworkers. To examine this question, this study demonstrates that how such conversations are perceived—comfortable versus uncomfortable—influences how individuals behave and feel about their coworkers. Implications and areas of future research on small talk are explored.

Do Survey Response Rates Influence Employee Engagement Survey Results? (Poster - 198370)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: McKean, S.R., Greenberg, H.P., Cucina, J.M., Burntack, S.K., Agarwal, S., Moore, J.S., Petro, J.M., & Byle, K.A. (2024). Do survey response rates influence employee engagement survey results? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Response rates for online employee engagement and job satisfaction surveys can often be less than ideal. When only a fraction of employees respond to a survey, there is a concern that the results might not reflect the employee engagement of the population of employees. This study compared employee engagement survey results from an online survey with a 31.7% response rate to results from an in-person administration with over a 90% response rate for the same population of employees. Some meaningful item-level differences were found; however, scale-level differences were small.

Development and Validation of the Social Connection Preference Behaviors Scale (Poster - 198382)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Chawota, T. A. & Dickson, M. W. (2024). The Development and Validation of the Social Connection Preference Behaviors Scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study developed and validated a measure of social connection preference behaviors (SCPB). Findings revealed support for the SCPB measure's content, convergent and discriminant validities, second-order latent structure, and internal consistency. Additionally, criterion-related validity evidence demonstrated that SCPB was negatively correlated with job satisfaction ($r = -.16$), affective commitment ($r = -.36$), distributive justice ($r = -.22$), procedural justice ($r = -.31$), and interactional justice ($r = -.28$), whereas positively related to CWBs ($r = .33$) and intentions to quit ($r = .37$).

Understanding Turnover Intent After Workplace Ostracism (Poster - 198571)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Kedharnath, U., Frieder, R., & Henle, C. (2024). Understanding Turnover Intent after Workplace Ostracism [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors empirically tested Martinko and Thomas's (1998) conceptual integration of Kelley's (1973) contextual cues and Weiner's (1985) attributions to better understand when ostracized individuals are more likely to consider leaving their organization. They asked individuals to recall the details of an ostracism-related event at work, and their own reactions to the event. Those who were ostracized more consistently were more likely to perceive a stable cause for ostracism, and those who were ostracized in a variety of work situations were more likely to make global attributions for ostracism.

Delivering Critical Feedback Without Attracting Criticism: An Investigation of Female (Poster - 198737)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Batz, C. and Buser, W. "Delivering Critical Feedback without Attracting Criticism: An Investigation of Females in Leadership" Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Women must walk a tightrope to lead effectively and gain influence over their constituents. One challenge for is the ability to give negative feedback without significant backlash. In this study, authors investigate the influence of adopting communal or agentic delivery on the reception of critical feedback in the workplace. Participants were exposed vignettes that described a negative performance review. Boss gender and delivery style were varied. Results indicate that women face significant backlash when taking on agentic leadership styles.

Trans Inclusion: A Candid Conversation With Trans and Nonbinary Experts (Panel Discussion - 198106)

2:00 PM – 3:20 PM | Location: Swissotel Vevey 1/2

Authors: Cruz, M. (Co-Chair), & DuBois, H. T. (Co-Chair) (2024). Trans inclusion: A candid conversation with trans and nonbinary experts. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel will showcase the expertise of transgender and nonbinary (TNB) professionals doing inclusion work at local and national levels. Attacks on the TNB community have skyrocketed, yet TNB people remain understudied and underserved in research and practice. The purpose of this panel is to remedy that by giving voice to TNB experts to share their experiences, advice, and insights on inclusion. By listening to TNB people speak from their own experiences, I-Os can better understand where and how to focus efforts on the advancement of intersectional inclusion across gender identities.

Computational Modeling for Everyone: A Beginner's Guide to Modeling in I-O Research (Panel Discussion - 197492)

2:00 PM – 3:20 PM | Location: Swissotel Vevey 3/4

Authors: Carmichael-Tanaka, N. (Co-Chair), Grant, R. S. (Co-Chair), Braun, M. T., Grand, J. A., Kuljanin, G., Liu, Y., Lowe, A. (2024). Computational Modeling for Everyone: A Beginner's Guide to Modeling in I/O Research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session is geared towards beginner-to-novice computational modelers across all areas of I-O. The session will encourage a dialogue between modeling-hopefuls and modeling experts in addressing the following topics: What computational modeling is, why it is helpful, when it can be implemented, and—most importantly—how to think through model development. Authors will also touch on future directions of computational modeling in I-O, including its value-add in applied settings.

Navigating Employer Perceptions of Assessments and Aversion to Measurement (Panel Discussion - 197648)

2:00 PM – 3:20 PM | Location: Zoom Room 1

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Cheban-Gore, Y. (Co-Chair), Rege, G. (Co-Chair), Plants, A., Labrador, J., Layman, S., Morral, E., Ramsay, L., & Smith, M. (2024). Navigating Employer Perceptions of Assessments and Their Aversion to Measurement [Panel]. Society for Industrial and Organizational Psychology Annual Conference. Chicago, IL, United States.

Despite the benefits of well-validated assessments, many employers are averse to adopting assessments and measurement tools. The reasons for this reluctance range from a lack of resources to concerns over candidate perceptions of assessments. Industry experts on this virtual 80-minute panel will share their experiences with employer resistance to assessments, the reasons for this resistance, and the ways in which they have navigated these challenges to educate employers and gain their buy-in to adopt and implement assessments.

Surveying the Unsurveyable: Challenges of Surveying a Mobile and Deskless Workforce (Panel Discussion - 198775)

2:00 PM – 3:20 PM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Allen, J. B., Barden, K., Dubrovina, M., Rotolo, C., Seibert, J., Sheikh-Hashmi, N. (2024). Surveying the Unsurveyable: Challenges of Surveying a Mobile and Deskless Workforce [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A large portion of the global workforce consists of employees who make, move, and sell our products. These employees provide a unique perspective that is vital to business success but challenging to obtain given their mobile and distributed nature. To address the challenges associated with surveying mobile and deskless workers, it is imperative to delve into the distinct demographics, job requirements, and nuances of employee experiences within this diverse population. The panel will provide insight into challenges faced and solutions applied for surveying a mobile and deskless workforce.

I-O for Good: Case Studies and Best Practices for Prosocial I-O Psychology (Panel Discussion - 197834)

2:00 PM – 2:50 PM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Mecca, J.T. (Chair), Green, K., Griffith, J., Riordan, B., & Saboe, K. (2024). I-O for good: Case studies and best practices for prosocial I-O psychology [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will present ways I-O psychologists have volunteered to prosocial causes. Panelists will speak to best practices and provide examples of ways SIOP members can assist charitable and not-for-profit organizations. Panelists will speak from both applied and academic perspectives, covering a wide range of potential mechanisms for I-O volunteerism, including ways to support veterans, people from low-income neighborhoods, individuals experiencing homelessness, and people with disabilities.

Examining Graduate Admissions Criteria: Validity, Bias, and Decision-Making Practices (Symposium - 197828)

2:00 PM – 3:20 PM | Location: Swissotel Zurich AB

Kuncel, N.R. (Co-Chair), Demeke, S. (Co-Chair), & LeBreton, J.M. (Discussant). (2024). Examining Graduate Admissions Criteria: Validity, Bias, and Decision Making Practices. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Abstract:

Rapid changes to graduate admissions policies have spawned misinformation and left programs uncertain about how to make effective decisions. This group of experts will present new primary study and meta-analytic evidence about the effectiveness of different graduate admissions tools and evidence-based suggestions for more effective decision-making processes.

Presentations:

Kuncel, N.R., Bazian, I.M., Lee, S.D., Priest, P., Griebie, A.M., Credé, M., & Sackett, P.R. (2024). Clarifying the GRE's Predictive Validity with Single vs. Multiple Department Samples.

Demeke, S., Kuncel, N.R., Lee, V., & Sackett, P.R. (2024). Investigation of GRE Validity for Grades and Comprehensive Exam Scores.

Keith, M.G. (2024). Alternatives to the Graduate Record Exam: What are we left with?

Neumann, M. (2024). Improving Graduate-School Admissions Decisions While Preserving Decision Maker Acceptance: Lessons Learned.

SIOP Executive Board Roundtable Discussion (Special Event - 199627)

2:00 PM – 3:20 PM | Location: Swissotel Zurich C

Authors: Behrend, T., Fink, A., Tannenbaum, S., Wang, M., Heggstad, E., DuVernet, A., Landers, R., Solberg, E., Avery, D., Blacksmith, N., Dalal, R., Highhouse, S., Munson, L., Chang, D., Liu, S., Ruggs, E., (2024). SIOP Executive Board Roundtable Discussion (Invited Session). Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

All are welcome to join this open-house session to meet with the SIOP executive board members. Conversation will take place in small group roundtables and possible discussion topics span new ideas, concerns, questions about how to get involved in SIOP volunteering/leadership, updates on current committee initiatives, etc. All are welcome and encouraged to attend!

Navigating Talent Trends: Insights From Industry Leaders (Alternative Presentation - 197978)

2:00 PM – 3:20 PM | Location: Swissotel Zurich D

Authors: Wood, K., Badr, K., Bennett, M., Sziedell, N., Shasky, C., Specht, M. (Chair), & Wessels, J. (Co-chair). (2024). Navigating Talent Trends: Insights from Industry Leaders [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Join us for a compelling session featuring prominent organizations as they unveil their latest research findings on evolving talent trends and share firsthand experiences of these trends manifesting within their own workplaces. Explore a diverse range of perspectives and discover how leading companies are adapting to the ever-changing talent landscape, offering valuable insights to shape your organization's future talent strategies.

Applying the Organizational Maturity Framework to Organizational Change (Master Tutorial - 198716)

2:00 PM – 3:20 PM | Location: Swissotel Zurich EF

Authors: Curtis, B. (2024). Applying the Organizational Maturity Framework to Organizational Change [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The Organizational Maturity Framework has improved organizational performance in areas such as system development and human capital management. It guides improvement through 5 levels of maturing processes: inconsistent, stabilized, standardized, optimized, innovating. Change methods and culture transition at each level are explained using case studies with outcome data and applications to I-O psychology.

Coffee Break with the Exhibitors

3:30 PM – 4:00 PM | Location: Hyatt - Riverside Exhibit Hall

BREAKFAST/COFFEE/LUNCH BREAKS

Coffee and snacks available in the Hyatt Riverside Exhibit Hall (bottom floor of Hyatt)

Unlocking the Secret to Successful Executive Assessment Programs (Partner Showcase)

4:00 PM – 4:50 PM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: RHR International

Even for experienced talent leaders, embarking on a senior leader assessment program can feel like sailing into uncharted waters. While most industrial-organizational psychologists certainly grasp the fundamentals of assessment, few are equipped to lead an enterprise executive assessment program. Fear not, help is at hand! Visit our interactive Partner Showcase and discover how experienced talent leaders steer through the complexities of executive assessment to successfully fuel succession plans and nurture development initiatives crucial for business expansion and resilience. Don't miss this exclusive opportunity to get valuable insights that can help you elevate your organization's leadership assessment agenda.

Tapping Talent and Enhancing DEI: Applicants With Nontraditional Lived Experiences (Alternative Presentation - 198049)

4:00 PM – 4:50 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Ellingsen, V. J. (Chair), McFarland, J., Popp, E., Nelson, K., & Macoukji, F. (2024). Tapping Talent and Enhancing DEI from Applicant Pools with Nontraditional Lived Experiences [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, USA.

Employers are pursuing nontraditional candidates amid a tight labor market and increased focus on DEI initiatives. Despite a growing understanding that job skills can be developed outside of traditional pathways (work, education), applicants with adverse life experiences such as homelessness, substance misuse, and incarceration often struggle to find work. These candidates may have developed relevant skills in the process of overcoming such circumstances. This session presents research and best practices for assessing, onboarding, and developing candidates from this underutilized talent pool.

Next-Gen Workforce Planning: Leveraging Data, Analytics, and Building Resilient Bus. (Panel Discussion - 198742)

4:00 PM – 4:50 PM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Sorensen, A., Lezotte, D., Walsh, M., and Mullen, J. (2023). Next-Gen Workforce Planning: Leveraging Data, Analytics, and Building Resilient Business Processes for Strategic Talent Management. [Panel Discussion]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel discussion aims to deepen the audience's understanding and awareness of workforce planning within organizations by sharing invaluable insights and lessons gleaned from best practices while charting the future course for this vital organizational function. The panel of experts will illuminate the discussion with case examples from their extensive experience working with various organizations.

Remaining True to Our Roots: Academic Careers in Psychology Departments (Panel Discussion - 197642)

4:00 PM – 4:50 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Payne, S. C. (Co-chair), & Otero La Porte, Y. (Co-Chair), Drasgow, F. (Panelist), Horner, M. (Panelist), Klimoski, R. (Panelist), Nakai, Y. (Panelist), Roch, S. G. (Panelist), (2024). Remaining true to our roots: Academic careers in psychology departments. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

At least 19 psychology departments are recruiting for 25 tenure-track I-O psychology assistant professor positions for the 2024–2025 academic year. This panel brings together 5 faculty members with extensive experience in psychology departments. They represent the heterogeneity of positions including departments with I-O psychology doctoral programs, master's programs, both, or none. From a realistic job preview lens, authors will highlight the advantages and disadvantages to this career path, which is likely to inform both students seeking job opportunities and faculty seeking to recruit.

They Matter Too: Examining Underserved Populations in Work–Life Policy Research (Symposium - 197228)

4:00 PM – 4:50 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Van Egdom, D. (Chair) & Kossek, E. (Discussant). (2024) They Matter Too: Examining Underserved Populations in Work-Life Policy Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Zhou, S. (2024) Who are we helping? The impracticality of work-life initiatives for lower-SES employees.

Van Egdom, D. & Chang, Y. (2024). Work-life benefits are for the rich: National trends in work-life benefits by income level.

Jackson, C., Thompson, R., Heinen, B., Marhefka, J., & Brown, S. (2024). Telecommuting, remote work, and hybrid schedules: Managing the shift to a flexible work future.

Grotto, A. R. & Andreassi, J. K. (2024). When it's better than expected: A quasi-experimental study of paid parental leave, organizational commitment, and gender.

Work–life policies represent critical resources that organizations provide for individuals to better meet their work and nonwork demands. However, research and practice tend to focus on employees in white-collar, well-paid jobs with a focus on mothers. This symposium offers 4 papers on how work–life policy research and practice can examine and incorporate underserved populations. Together, and with the facilitation of a discussant, these papers provide insight into how blue-collar employees, lower paid employees, and fathers can access and benefit from work–life policies.

Rising Together: A Vital Call to Address Burnout in Life Sciences and Healthcare (Alternative Presentation - 198145)

4:00 PM – 4:50 PM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Kovacs, N.C. (Co-Chair), Thoebe, G.P. (Co-Chair), Saper, R. (Panelist), & Shondrick, S. (Panelist) (2024). Rising Together: A Vital Call to Address Burnout in Life Sciences and Healthcare [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The estimated physician shortage will be between 35,000–112,000 by 2025, and research suggests they will need to work 21 hours a day to keep up with demand. This session will foster dialogue around critical support needed to address burnout within the life sciences and how I-O psychologists are uniquely positioned to provide support. The session will feature perspectives from a leading industry expert and panel of academically driven practitioners who will provide an overview of burnout within the life sciences, research on resilience, and a chance for open discussion around employee burnout.

Affective and Psychological Processes in the Maternity–Work Intersection (Symposium - 198282)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall H

Authors: Waiwood, A.M. (Co-Chair) & Allen, T.D. (Co-Chair) (2024). Affective and Psychological Processes in the Maternity-Work Intersection [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Waiwood, A.M., & Allen, T.D. (2023). Remote Work and Work-Family Identity Integration in the Postpartum Return to Work. Chawla, N., Heng, Y.T., Schinoff, B., Jones, K.P., Oliver, A.G. (2023). Understanding Working Women's Miscarriage Experiences. Chen, J., Arena Jr., D.F., Jones, K.P., Nag, D., & Gabriel, A.S. (2023). I've Got Some Feeling(s): Understanding Profiles of Daily Prenatal Affective States. Brauer, M.C., & Thornton-Lugo, M.A. (2023). Exploring the Maternity Leave Decision-Making Process.

As literature on work and maternity has advanced, understanding of the scope of this liminal phase, including types of challenges, wide-ranging consequences, and the affiliated interpersonal nature, has grown. New directions in research turn the focus inward, toward the cognitive, intrapersonal processes underlying maternity experiences. As such, authors bring together 4 studies, ranging in methodological approach and focus, to highlight women's identity evolution, affective states, and decision making, and bringing deeper understanding and better tailored future supports for working women.

Remote and Hybrid Work: Advice and Lessons of Experience From CHROs (Panel Discussion - 198192)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall I

Authors: Leasher, M. (Co-Chair) & Shepherd, W. J. (Co-Chair), Cober, A., Evans, S., Kolmstetter, E., & Stevenson, M. (2024). Remote and Hybrid Work: Advice and Lessons of Experience from CHROs. Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will feature a panel discussion with 4 I-O CHROs about their personal experiences and organizations' journeys to a hybrid work environment before, during, and after the pandemic. Topics will include developing and maintaining organizational culture, technical and legal issues related to hybrid work, and a discussion of the future of hybrid and remote work.

Pain and Champagne Moments in Tech Talent Acquisition (Ignite - 196812)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall J

Authors: Dodge, K. D. (Chair), Brusso, R. C., Kuker, K. A., Medvin, E. S., Roberts, A. A., & Xie, W. (2024). Pain and Champagne Moments in Tech Talent Acquisition [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Every company is a tech company or pursuing a digital transformation strategy. Though tech forward companies employ SIOP members and sponsor events, few conference sessions have focused on the unique challenges and opportunities of tech talent acquisition. This session will unite experts from different settings (e.g., big tech, consumer brands, manufacturing, and financial services) to share anecdotes, research, and best practices.

Innovations in the Research and Practice of Job Analysis (Panel Discussion - 197923)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall K

Authors: Nottingham, A. (Co-Chair), Wonders, M.E. (Co-Chair), Aitken, J.A., Putka, D.J., Ratwani, K., Tucker, J.S., Scott, J.C. (2024). Innovations in the Research and Practice of Job Analysis [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Job analysis underlies most important human resource management processes in organizations, and therefore, it is critical that job analysis is both inclusive of all employees' work experience and efficient. This panel aims to discuss innovations in the research and practice of job analysis and how such innovations can facilitate more effective organizational functioning.

Getting Started With Smartwatch Data in I-O Psychology Research (Master Tutorial - 197640)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall L

Authors: Dosumu, F., Hernandez, I., & Calderwood, C. (2024). Getting started with smartwatch data in I-O psychology research [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The proposed master tutorial would introduce attendees to the potential uses of smartwatches within research context. Authors highlight variables and research questions that can be answered using the sensors and big data offered by most smartwatches. Attendees would be exposed to data analytic approaches that are suitable for smartwatch data. Attendees would also learn about common issues researchers encounter when using smartwatch devices and how to navigate these challenges. Smartwatch data can contribute to I-O psychology research and strengthen interdisciplinary collaborations.

Helping Revisited: Research on Alternative Workplace Social Support Perspectives (Symposium - 197950)

4:00 PM – 4:50 PM | Location: Hyatt Grand Hall MN

Authors: Hughes, I. M. (Co-Chair) & Keith, M. G. (Co-Chair) (2024). Helping revisited: Research on alternative workplace social support perspectives [Symposium]. Society for Industrial/Organizational Psychology Annual Conference, Chicago, IL, United States.

Research on social support exchanges within organizations remains incredibly popular. This research, however, tends to focus on the perspectives of the recipient or appraiser of support. As a result, other perspectives within the social support process (e.g., those placed in positions to help others) have received considerably less attention. This symposium presents research that explores various alternative perspectives of the workplace social support dynamic, including the reception of unhelpful support, the balance of support needs and supplies, and the support decision-making process.

Current Realities of Using AI for Executive Assessment: Innovation Review (Alternative Presentation - 198784)

4:00 PM – 4:50 PM | Location: Swissotel Montreux 1

Authors: Urban, M. (Chair), Mayfield, D. (Presenter), Levenhagen, T. (Presenter), Acikgoz, Y. (Presenter), Reddy, M. (Presenter). (2024). Current realities of using AI for executive assessment: Innovation review [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session focuses on the current realities of using large language model based generative artificial intelligence ("GenAI tools") tools to interpret and summarize executive talent assessment data. This session will present the results of comparisons of human versus AI-generated reports for a common set of executive assessment data. This session will also discuss other important topics related to the use of AI for executive assessments, such as managing candidate reactions to this innovation and the salient ethical issues that emerge when utilizing this innovation.

Poster Sessions: Statistics, Culture, & Research Methods

4:00 PM – 4:50 PM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

Conceptualization and Measurement of Workplace Precrastination (Poster - 196874)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Guo, J., Cho, I., & Nifadkar, S. (2024). Conceptualization and measurement of workplace precrastination [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although precrastination (the tendency of employees to complete tasks earlier than necessary) has received much attention in research and media over the last decade, there is a lack of a properly validated scale of precrastination. This study aims to fill this gap by conceptualizing and developing a measure of workplace precrastination. By using multiple samples, this study develops and validates a workplace precrastination measure. Authors hope to stimulate further research on precrastination in the organizational context.

A Novel Survey Approach: Rapid Response Measurement (Poster - 196984)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Stachowski, A. A., Young Illies, M., & Bush, A. L. (2024). A novel survey approach: Rapid response measurement [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study validates the Rapid Response Measurement (RRM; Meade et al., 2020). RRM uses an Implicit Association Test procedure, having participants respond to survey questions in a quick and simple binary process. Results show promise for RRM's use for personality items, and participants reactions to the process were favorable.

Assessing Careless Responding in Situational Judgment Tests (Poster - 196993)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Ramsey, M.C., Schwanz, R. J., Filippi, M.J., & Bowling, N.A. (2024). Assessing Careless Responding in Situational Judgement Tests. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Researchers often administer situational judgment tests in low-stakes testing situations (e.g., concurrent validation designs, organizational research). Recently, researchers have become concerned with careless responding as a threat to validity in low-stakes assessment situations (see Meade & Craig, 2012). The purpose of this work is to examine the validity of 3 approaches to assessing careless responding in situational judgement tests. Strong support was found for the infrequency and response time approaches and little support for an response variability based approach.

Integrating Forced Choice Into Rapid Response Measurement (Poster - 197018)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Rasheed, S., Robie, C., Meade, A.W., Christiansen, N.D., Loy, R.W., & Fisher, P.A. Integrating Forced Choice into Rapid Response Measurement [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United states.

This study examines the susceptibility of different assessment formats—single stimulus (SS), traditional forced choice (traditional FC), and a new rapid response forced choice (RRFC)—to faking, and their criterion-related validity under simulated high-stake conditions. Findings suggest all formats were susceptible to faking, but RRFC was least susceptible. Faking susceptibility was highest in SS, followed by traditional FC. The RRFC maintained its criterion-related validity even in a simulated applicant condition.

The Impact of Adult Learners' Challenge Recollections' on Lifelong Learning Decisions (Poster - 197104)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Qi, Z., Lyndgaard, S. F., Tatel., C. E., & Kanfer, R. (2024). The Impact of Adult Learners' Challenge Recollections on Lifelong Learning Decisions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors investigated the impact of prior learning-related challenges on lifelong learning attitudes and behavior from a person-centric perspective, using an autobiographical memory framework and a sample of 783 adult alumni from a graduate degree program. Findings indicate that learners who recalled both social and curriculum challenges reported less positive learning attitudes but did not show differences in future learning intentions or behaviors. Critical challenges for promoting lifelong learning are identified and discussed.

Model Fit and Comparisons With CFA: Formalizing the Informal in Organizational Science (Poster - 197107)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Howard, M.C., Boudreaux, M., Cogswell, J., Neely, B.H. (2024). Model Fit and Comparisons with CFA: Formalizing the Informal in Organizational Science [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Organizational science researchers often deviate from modern recommendations in CFA. This may lead to incorrect analyses and misinterpretations. In this study, authors identify 3 prevalent informal practices: (a) relaxed cutoffs, (b) inappropriate fit index combinations, and (c) insufficient model comparison. Analyzing over 1,000 articles in leading journals, they find these practices are widespread. Thus, they offer percentiles for fit indices to aid accurate interpretation, provide correlations of indices to highlight redundancy, and advocate for appropriate alternative model testing.

Diagnostic Classification Models (DCMs): Modern Applications and Future Directions (Poster - 197257)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Glerum, D. R. (2024). Diagnostic Classification Models (DCMs): Modern Applications and Future Directions [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Diagnostic classification models (DCMs) are a family of latent-variable models that enable criterion-referenced inferences and provide more useful, granular feedback than traditional total scores or pass rates. Following a brief primer on the approach and a literature search yielding 448 eligible articles, authors review modern applications (e.g., leveraging machine learning) of DCMs across talent management functions (e.g., assessment, training, development). Based on this review, they outline future directions and best practices for the use of DCMs for talent management.

Dealing With Small Samples in Disability Research: Do Not Fret, Bayes Is Here (Poster - 197415)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Courey, K. A., Wu, F. Y., & Oswald, F. L. (2024). Dealing with small samples in disability research: Do not fret, Bayes is here [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors show how Bayesian methods can be usefully applied when working with small sample disability data. More specifically, they examine a model with an empirically driven prior and conduct a sensitivity analysis to examine how alternative models impact the posterior distribution (i.e., theory-driven, equal-odds centered, noninformative software defaults, empirically competing). Results suggest that Bayesian analysis can provide useful insights when working with small samples.

Validity of Response Variability Based Indices as Measures of Careless Responding (Poster - 197443)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Ramsey, M.C., Bowling, N.A., LaHuis, D.M., Sexton, D.J., & Menke, P. S. (2024). Validity of Response Variability Based Indices of Careless Responding. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Researchers have long proposed that differences in intra-individual response variability (IRV) may reflect differences in careless responding, but little is known about the construct validity of indices that use such information. Furthermore, authors propose an adjusted method for scoring IRV (A-IRV) intended to improve the sensitivity of the measure. The purpose of this paper is to test the construct validity of both IRV and A-IRV using a nomological network. Convergent, criterion-related, discriminant, and incremental validity of both IRV and A-IRV are examined.

Skills Shape Jobseekers' Perceptions of Effort and Interest in Training (Poster - 197487)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Davenport, M. K. & Beier, M. E.. (2024). Skills shape jobseekers' perceptions of effort and interest in training [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examines how a jobseeker's skills influence effort perceptions and interest in training across the lifespan. Participants were 493 job-seeking adults ages 18–60. They made judgements about 4 different training options. Evidence was found that having relevant skills informs effort perceptions and interest in training. For older jobseekers, having relevant skills was more strongly related to effort perceptions. These findings contribute to motivation and lifespan development theories and can inform potential interventions to improve career outcomes for job-seeking adults.

Interdisciplinary Perspectives on Skills in the 21st Century: A Bibliometric Analysis (Poster - 197507)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Miles, A. F., Pitcher, B. D., & Behrend, T. S. (2024). Interdisciplinary perspectives on skills in the 21st century: A bibliometric analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Skills are an important unit of human capital discussed in research and public policy across various fields including psychology, economics, education, and sociology. Authors mapped the modern scholarly literature about skills using a bibliometric analysis of articles from 2000 to 2022 (N = 16,900). Four conceptual themes and seven direct citation clusters were identified. Additionally, though cross-country collaboration is common, South American and African countries are underrepresented. Results have implications for future research informing policy.

Following Up on the Impact of Verbiage and Scale Points on Survey Responses (Poster - 197628)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Shapiro, T., Hymowitz A., Njaka A., Mattis C., Cigaran, E., Ramesh, R.,(2024). Following up on the impact of verbiage and scale points on survey responses [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

With the vast usage of online surveys, understanding aspects of survey design grows in importance. Authors investigated the effects of response formats, slider anchored left, middle, or right versus radio buttons, and differences in response patterns between 5 and 7-point scales. Results indicated that when presented with either 5-point and 7-point scales, the traditional fully labeled button scales had higher means than the sliders for all indices. Also, buttons and slider middle means were significantly higher than slider left and right. Implications for research and practice are discussed.

The Impact of Response Format: Sliders Versus Radio Button Scales (Poster - 197631)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Shapiro, T., Njaka, A., Hymowitz, A., Mattis, C., Cigaran, E., Ramesh, R., Bhatia, A. (2024). The impact of response format: Sliders versus radio button scales [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Given technological advances, newer survey designs aspects require further exploration. Authors investigated the effects of response formats, comparing traditional radio buttons and slider scales anchored on the left, middle, or right, and differences in response patterns between 5- and 7-point scales. Results suggest that fully labeled radio button scales resulted in higher means than the sliders for all indices. Radio buttons and sliders anchored in middle had significantly greater means than slider left and right. Implications for research and practice are discussed.

An Investigation of Optimal Item Parceling Strategies for Bifactor Predictive Models (Poster - 197790)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Choi, J., & Zhang, B., (2024). An Investigation of Optimal Item Parceling Strategies for Bifactor Predictive Models. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Bifactor predictive models often encounter model estimation difficulties due to the often-large model size. Parceling can be employed to circumvent this challenge, but little is known about its statistical performance in bifactor models. Therefore, authors conducted Monte Carlo simulations with 9 parceling strategies. The one that works the best is where we parcel to maximize the ratios between general and group factor loadings within a group factor. Furthermore, the augmentation strategy effectively enhances statistical performance of almost all parceling strategies.

An Investigation of the Structural After Measurement Approach for Bifactor Models (Poster - 197824)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Choi, J., Kwon, S., & Zhang, B. (2024). An Investigation of the Structural After Measurement Approach for Bifactor Models Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recently, Zhang et al. (2021) introduced an augmentation strategy for mitigating the nonidentification issue in bifactor models. However, due to practical constraints, researchers may not always have access to additional indicators required by the augmented strategy. In this context, our study seeks to explore a viable alternative. We introduce the Structural After Measurement (SAM) approach (Rosseel & Loh, 2022) and conduct simulations to assess its statistical performance in bifactor models. We found that SAM can serve as an alternative approach to addressing the nonidentification problem.

Comparing Shortened Scales: Supervised Construct Scoring Versus Single-Item Measures (Poster - 198019)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Delacruz, A. Y. & Speer, A. B. (2024). Comparing Shortened Scales: Supervised Construct Scoring versus Single Item-Measures [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Researchers and practitioners often examine employee work attitudes and perceptions, which significantly impact work outcomes. However, lengthy scales assessing these constructs can result in response fatigue or inattention. Researchers often explore scale reduction strategies, with some recently suggesting single-item measures (Matthews et al., 2022). This paper conducts a head-to-head psychometric comparison between the newly developed supervised construct scoring (SCS) scales (SWAPS), built on content validity, and single-item measures.

Navigating the Office Arena: Developing a Multidimensional Measure for Political Will (Poster - 198055)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Ponce, L. P., Son, M., Moon, N. A., Kaplan, S. A., & Lee, P. (2024). Navigating the Office Arena: Developing a Multidimensional Measure for Political Will [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research suggests political behavior affects individuals' outcomes not only through political skills but also through motivation—the political will—to use such skill. This study's purpose was to develop and validate a multidimensional measure of political will. In 3 studies (n = 1,592), authors wrote items and conducted content validation, exploratory factor analyses and confirmatory factor analyses. The 5 dimensions of political will were only modestly correlated with each other and exhibited largely dissimilar relationships with other related constructs.

Cultivating Self-Directed Learning Using a One-Time Extrinsic Reward (Poster - 198179)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Lee, V., & Landers, R. N. (2024). Cultivating Self-Directed Learning using a One-time Extrinsic Reward [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Relying on organismic integration theory, this study examined the longitudinal effects of a one-time extrinsic reward on people's learning behavior and motivational states under need-fulfilling conditions. Results indicated that extrinsic rewards can potentially foster autonomous motivation for self-directed learning (SDL) over time in some individuals, challenging the notion that extrinsic rewards are inherently detrimental to intrinsic motivation. Findings enable a more thorough understanding of the impact of extrinsic rewards and shed light on ways to promote SDL at organizations.

Asynchronous Video Interviews in Selection: Practices to Ensure High Reliability (Poster - 198228)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Chua, J. & Koh, C.W. (2024). Asynchronous Video Interviews in Selection: Practices to Ensure High Reliability [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The study identified practical evaluation-related practices to enhance reliability of asynchronous video interview (AVI) in personnel selection. Authors focused on training and calibration, as well as the scoring rubric. Two studies with differing rigor in these practices were conducted to examine their impact. Results showed sound psychometric practices in (a) training and calibration; and (b) rubric design are needed for high interrater reliability, even for experienced AVI raters. These good evaluation practices not only increase the rigor and defensibility of AVI but can help save costs.

Computational Model of Judicious Resource Allocation in Self-Regulated Learning (Poster - 198354)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Mikami, K. & Vancouver, J. B. (2024). Computational Model of Judicious Resource Allocation in Self-Regulated Learning [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Though judicious resource allocation is ideal for effective learning, learners might not optimize their limited resources in the self-regulated learning context. To find a potential answer for learners' suboptimal resource allocation policies, a computational model of self-regulatory processes of resource allocation was employed. Simulation results indicated that judicious resource allocation could be difficult to achieve when the learning rate is slow. Theoretical and practical implications were discussed.

Increasing Expatriate Training Transfer: An Identity and Accountability Based Model (Poster - 198499)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Grossman, R., Burke-Smalley, L., & Panton, K. (April, 2024). Increasing Expatriate Training Transfer: An Identity and Accountability Based Model [poster]. Society for Industrial and Organizational Psychology 39th Annual Conference, Chicago, IL.

Organizations invest heavily in expatriate assignments, but a large proportion of them fail. Research recognizes training as important for expatriate success, yet little has focused on the transfer of expatriate training to the host country role. As such, authors integrate theory on expatriate cross-cultural training, identity, and accountability to propose a model that delineates specific mechanisms through which the transfer of expatriate training, and ultimately expatriate adjustment, can be facilitated. Testable research propositions and practical guidance are presented.

What Comes First: Employees' Desire to Develop or Support From Their Organization? (Poster - 198534)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Coley, S. & Flink, C. (2024). What comes first: Employees' desire to develop or support from their organization? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The rising importance of development prompted an examination of factors related to these experiences, including employees' growth commitment, career satisfaction, and perceived organizational support and managerial support. This study tested these variables and potential mediation effects for positive outcomes. Only organizational support mediated the relationship between employees' desire to develop and stay intent. For number of promotions, only managerial support was a strong mediator. The predictors and mediators were reversed, yielding other insights.

Can Moderation Results in I-O Psychology Journals Be Trusted? Evidence From a Z-Curve (Poster - 198595)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Crede, M. (2024). Can Moderation Results in IO Psychology Journals be Trusted? Evidence from a Z-Curve Review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

264 tests of interaction effects recently published in 4 leading journals are used to estimate a 37% replicability rate for significant interactions. None of the coded studies reported having conducted a priori power analyses, and only one reported preregistered hypotheses. Results suggest that moderation results that have been reported in these leading journals fail to meet the methodological and statistical burden that would lead to a recommendation that scientists and practitioners rely on these findings to inform their research and practice.

Acceptance of AI and Human Feedback in Trait-Reactant Learners (Poster - 198602)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: White, J., Cairolì, C., Blachly, B., Behrend, T. (2024). Trait reactance influences reactions to training feedback [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although feedback is vital for skill development, some people resist explicit direction in various situations. Authors conducted a between-subjects experiment to explore how trait reactance influences trainee reactions and learning with AI, human, AI+human, and task-intrinsic feedback. Results showed that relative to low-reactant individuals, highly reactant learners favored task-intrinsic feedback more and multisource feedback slightly less. Trait reactance was unrelated to general training reactions and learning outcomes. Complex reactions to AI and human feedback warrant more research.

Administering Very Long Measures: Is It That Bad for Research Validity? (Poster - 198621)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Mazza, N., & Arthur, W., Jr. (2024). Administering very long measures: Is it that bad for research validity? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the effect of measure length on careless responding and the resulting psychometric properties on a noncognitive (i.e., personality) measure. A total of 398 undergraduate students were randomly assigned to complete either a short or long personality measure. The results indicated that overall measure length had an inconsistent effect on careless responding and subsequently a negligible effect on the reliability and validity of the scores. These results provide little evidence to support the concerns associated with using long noncognitive measures.

Decoding Difficulty: Harnessing Automatic Item Generation for Optimal Perceptual Test (Poster - 198622)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Ho, G. B., Zickar, M., & McAbee, S. (2024). Decoding difficulty: Harnessing automatic item generation for optimal perceptual testing.

The perceptual speed and accuracy task is designed to present participants with a pair of stimuli, requiring them to determine whether the pair is identical or different. Authors investigate 3 potential variables that might influence difficulty: length, switch position, and similarity rating. For the analysis, they employ explanatory item response theory, which is adept at isolating difficulty and discrimination parameters for each item. Findings indicate that both length and similarity rating predict difficulty, whereas switch position does not.

Recommender Systems in the Workplace: A Systematic Review (Poster - 198623)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Gonzalez, C. M., Min, H., Smith, R.W. (2024). Recommender Systems in the Workplace: A Systematic Review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recommender systems (RS) offer insight into employee preferences yet are underutilized in organizational research compared to other disciplines. To address this gap, authors reviewed RS involving organizational practices across disciplines, highlighting various methodologies, sample populations, and evaluation criterion of RS. As most studies prioritize algorithm performance over discussion of theory, fairness, research transparency, or best practices due to their published disciplines. They advocate for more interdisciplinary collaboration on this topic in this intermediate presentation.

The Role of Team Sex Composition in Team-Training Research (Poster - 198643)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Mazza, N., Neuman, M., Schulte, B. D., Edoga, E. I., & Arthur, W., Jr. (2024). The role of team sex composition in team-training research [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined whether team sex composition impacts team performance and team efficacy, and whether team process variables (i.e., cohesion, psychological safety, openness of communication) explained these relationships. The results indicated that sex composition had an effect on both team performance and team efficacy, and that these effects were mediated by team cohesion. The results highlight the importance of documenting, and subsequently controlling for, the effects of team sex composition in lab-based studies that use synthetic team task environments.

Two Languages, One Scale: Testing Multilingual Presentation in Personality Assessment (Poster - 198682)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Amistad, C., Ho, G. B., Davies, S., & Zickar, M. J. (2024). Two Languages, One Scale: Testing Multilingual Presentation in Personality Assessment [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the impact of a multilingual presentation format on a personality assessment's psychometric parameters. Results using 2 n = 3000+ applicant sample groups showed reduced guessing parameters and improved test information functions when Spanish and English items were presented concurrently compared to an English-only presentation format. The findings support this novel format as a potential solution when language fluency is a concern.

Visualizing Trends in One Million I-O Psychology Findings (Poster - 198713)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Bosco, F. A. & Lynch, I. J. (2024). Visualizing one million I-O findings [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors used metaBUS's curated findings to examine variable study rates and methodological attributes from 1980–2017. They observed decreases in representation of attitudinal and behavioral constructs and increases in psychological states and traits. Furthermore, they observed increases in sample size, alpha values, multi timepoint measurement, and decreases in response rates, observed statistical power, and number of unique variables in articles. They provide several examples of advanced visualizations to summarize research finding landscape.

Evaluating the Quality of AI-Generated Items for a Knowledge Exam (Poster - 198774)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: OpenAI's GPT-3 model can write multiple-choice exam items. This paper reviewed the literature on automatic item generation using OpenAI GPT models and their operation, then critically evaluated GPT-3 at the task of writing multiple-choice exam items for a hypothetical psychometrics exam. The vast majority (71% and 90%) of items were judged as useful, but the typical item will require revision to address problems with the stem, key or distractors. The most common error was a violation of the principles of multiple-choice items (e.g., having two correct responses).

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A Review, Synthesis, and Call to Action for Microaggression Measurement (Poster - 198810)

4:00 PM – 4:50 PM

POSTER SESSIONS

Authors: Harmata, R. (2024). A review, synthesis, and call to action for microaggression measurement. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This paper reviews the conceptual frameworks and methodology used in existing, peer-reviewed racial, ethnic, and gender microaggression scales for the purpose of synthesizing empirically validated microaggression themes, identifying commonalities between identity groups, and critiquing the lack of consistency between theory and scale development.

Unlocking the Value of I-O Psychology Student Consulting in Higher Education (Panel Discussion - 198140)

4:00 PM – 4:50 PM | Location: Swissotel Vevey 1/2

Authors: Sijan, M., Kramer, M. (Co-Chair), Kulas, J. (Co-Chair), Helisch, R., Lancuna, L., Defabiis, M., Hunt, L., Notari, K., (2024). Unlocking the value of IO Psychology Student Consulting in Higher Education [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

I-O psychology student consulting clinics are cost effective and play a pivotal role in bridging the gap between theory and practice, offering students hands-on experience while providing organizations with innovative solutions. This panel will discuss the evolution of a pilot program, Eagle I.O., drawing upon the wisdom of the founding and current members. The discussion will also include navigating growth challenges utilizing proven change management processes and positive collaboration, and how these efforts resulted in a revenue-generating, university-supported consulting entity.

Critical Skills and Competencies for Qualitative Research in I-O (Ignite - 198476)

4:00 PM – 4:50 PM | Location: Swissotel Vevey 3/4

Authors: Fleyshmakh, D. (Co-Chair), Crowley, L. (Co-Chair), Weglarz, E. (Co-Chair), Cohen-Charash, Y. (Co-Chair), Bazzoli, A., Dinh, J.V., Mazzola, J., Pelosi, E.M., & Soave, A. (2024). Critical Skills and Competencies for Qualitative Research in I-O [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Despite the strong influence of qualitative methods in industrial-organizational (I-O) psychology, most training programs emphasize quantitative approaches, leaving aspiring qualitative researchers with limited guidance. Thus, this IGNITE session spotlights essential skills and competencies required for I-O psychologists to engage in rigorous qualitative research in academia and practice. Panelists will expand on the skills necessary at various stages of the qualitative research process. Topics will range from formulating research questions to data collection, analysis, and reporting.

Navigating AI and I-O Intersections: Innovation, Promises, Ethics, and Pitfalls (Panel Discussion - 197472)

4:00 PM – 4:50 PM | Location: Zoom Room 1

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Walker, E. (Chair), Reynolds, D., Walvoord, A., & Nygren, R., LeSante, D. (2024). Navigating AI and IO Intersections: Innovation, Promises, Ethics, and Pitfalls [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The rapid advancements in artificial intelligence (AI) are significantly impacting the experience of work, including work as industrial-organizational psychologists, and these changes bring exciting innovations, wide-ranging promises, a host of ethical considerations, and numerous pitfalls, all factors that require thoughtful exploration. This panel discussion, intended for practitioners, aims to explore the application of AI in I-O psychology, including innovative uses, ethical considerations, and future implications for the profession.

New Frontiers in Executive Assessments: Building Solutions That Excite Leaders (Panel Discussion - 198057)

4:00 PM – 4:50 PM | Location: Zoom Room 2

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Menendez, J., Lanik, M., Chambers, B., Lahti, K., Lawrence, A., & Factor, M. (2024). New frontiers in executive assessments: Building solutions that excite leaders [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel explores the most recent advancements in executive assessments, with a renewed focus on the candidate experience. Panelists will delve into the latest tools, methodologies, and perspectives to not only assess executive performance and potential but also engage and inspire the individuals being evaluated.

COI: Bias in AI Tools: What I-O Has to Offer in the Use of Artificial Intelligence (Community of Interest -

199566)

4:00 PM – 4:50 PM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

AI adoption has increased among organizations over the past few years and has increased the need for HR and I-O psychology practitioners to evaluate the efficacy of AI tools. As legal scrutiny around the use of AI tools has increased, concerns among practitioners and academics about the potential bias in AI has also increased. This panel discussion will approach the question of bias in AI from the perspectives of academics, internal and external consultants, and AI experts. Participants will leave with recommendations on how best to deal with bias in AI in a variety of situations.

Harmful or Helpful? Examining the Effectiveness of Allyship in the Workplace (Symposium - 198419)

4:00 PM – 4:50 PM | Location: Swissotel Zurich AB

Authors: Campbell, K. (Co-Chair) & Chrobot-Mason, D. (Co-Chair). (2023). Harmful or helpful? Examining the effectiveness of allyship in the workplace. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Schitteck, J. & Moore, C. (2023). Not All Allyship Actions are Alike: A Behavioral Approach to Allyship. Campbell, K. & Chrobot-Mason, D. (2023). Experiencing Allyship: Exploring Expectations, Reactions, and Outcomes of Male Allyship. Stockdale, M. S., Dinh, T. K., Moser, A. E., & Washington, D. (2023). Single-day Pervasiveness of Mistreatment and Allyship of Biomedical Health Trainees. Volpone, S. D., Casper, W. J., Wayne, J., & White, M. L. (2023). Organizations as Allies: The Role of Organizational Communication and Perceived Organizational Racial Sincerity in Promoting Employee Commitment to Diversity.

Although allyship is generally defined as helpful actions intended to support members belonging to a different social identity group, such actions may not actually be helpful and in fact, may cause harm (Kutlaca & Radke, 2023). This symposium presents recent research findings examining allyship behaviors, expectations of allies, outcomes of allyship, and how institutions can promote allyship in the workplace. The symposium intends to clarify conditions under which allyship behaviors are supportive versus nonsupportive.

Teaching Leaders to Coach: Strategies, Success Factors, and Impact Metrics (Master Tutorial - 198701)

4:00 PM – 4:50 PM | Location: Swissotel Zurich D

Authors: Larson, C.K., Jennings, J. (2024). Teaching Leaders to Coach: Strategies, Success Factors, and Impact Metrics [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

If you're interested in learning how companies around the world are implementing and measuring the impact of teaching leaders to coach, this session is for you. This session is also a great fit for anyone interested in integrating Level 4 program evaluation into the delivery of training programs. Participants will walk away with guidance on how to teach leaders to coach and on how to measure the impact of leaders who coach. Talent leaders will walk away with metrics on the impact of leaders who coach from in a large, prestigious R&D center.

How CEOs Foster Employee Well-Being (Panel Discussion - 198695)

4:00 PM – 4:50 PM | Location: Swissotel Zurich EF

Authors: McHenry, J.J. (Chair), Evans, A.C., Keller, D., McLeod, R., & Pulakos, E.D. (2024). How CEOs foster a healthy workplace [Panel]. 39th Annual Conference of the Society for Industrial-Organizational Psychology, Chicago.

The workplace plays a huge role in mental health and well-being. Research has identified several factors that help foster mental health and well-being. CEOs from 4 different sectors (nonprofit, financial services, healthcare, professional services) will share steps they have taken to foster a healthy work environment for their employees. The session will provide insights into how CEOs think about employee well-being and how they can leverage I-O science to help create a positive, healthy, engaging work environment for their employees.

COI: Women at Work: An Inward Look Among I-O Friends and Colleagues (Community of Interest - 199526)

4:00 PM – 4:50 PM | Location: Swissotel Zurich G

Authors: Jankovic, R.J., Bittner, K.L., Cheeks, M., Fleck, C.R., Holman, S., & Ward, J.M. (2024). Community of Interest: Women at work: An inward look among I/O friends and colleagues [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Women in I-O who work to improve work for women or other marginalized groups often operate within these challenges in their own careers. This COI offers an inward look, tapping the strength of networks and I-O expertise. As subject matter experts, I-O women coach and guide each other. This is a chance to learn from some of these instances. The discussion will be led by sets of I-O women who are real-life friends and colleagues, sharing ways in which women can overcome challenges and succeed in organizations. The speakers will share lessons learned and support sought and given from each other.

Generative AI for Coaching, L&D, and Development - Demo and Use Case Presentation (Tech Demo)

5:00 PM – 5:50 PM | Location: Hyatt Plaza Ballroom-Lobby Level

SPONSORED (SHOWCASE OR TECH DEMO)

Sponsor: Valence

Generative AI and LLMs have radically transformed how employees learn, grow, and receive support. Come see firsthand how an AI Leadership Coach can provide always-on, personalized, and actionable guidance for leaders and their teams - in any language or time zone. Valence will also share stories about how future-thinking enterprises like General Mills, Experian, Schneider Electric, and ServiceNow are using AI Coaching to help reinforce training, personalized learning, and drive meaningful change.

Manager Integration Matters: Examining Workplace Mental Health Interventions (Symposium - 197208)

5:00 PM – 5:50 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Hammer, L. B. (Co-Chair), Allen, S. J. (Co-Chair), DeCou, C. (Discussant) & Stolle, D. P. (Discussant) (2024). Manager Integration Matters: Examining Workplace Mental Health Interventions [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago IL, United States. Munir, F., Nielsen, K., Yarker, J., Davis, O., Dawson, J., Degerdon, L.,

Delgadillo, J., Kadam, U., & Sinclair, A. (2024). A Pilot Cluster Randomised Controlled Trial of a Multicomponent Sustainable Return to Work IGLoo Intervention. Hammer, L. B., Brockwood, K. J., Trubits, E., Allen, S. J., & Dimoff, J. (2024). Improving Mental Health Support in the Workplace: Intervention Effects on Employee Well-Being. Thomson, L., Vaughan, B., Hassard, J., Dulal-Arthur, T., Siddiqui, M., Bartle, C., & Blake, H. (2024). Developing and Testing an Integrated Intervention for Line Managers: The Managing Minds at Work Plus (MMW+) Intervention. Blake, H., Hassard, J., Dulal-Arthur, T., Thomson, L., Wishart, M., Roper, S., Bourke, J., Belt, V., Bartle, C., Leka, S., & Pahl, N. (2024). Understanding the Typology of Enterprises That Offer Line Manager Training for Mental Health and Patterns of Change Over Time.

Strategies for addressing employee mental health have primarily targeted the employee through training and provisional resources. Recently, scholars have underscored the role of managers in employee mental health. Thus, papers in this symposium advance research and practice by providing empirical evidence and a summary of current workplace mental health interventions that integrate the role of managers. Moreover, symposium papers and research and field discussants will provide recommendations to organizations for improving employee mental health.

Going From Science to Product Development: An Overview of MLOps for I-Os (Master Tutorial - 198163)

5:00 PM – 5:50 PM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Rosenow, R., Stilson, F. R., & Mracek, D. L. (2024) Going from Science to Product Development: An Overview of MLOps for I-Os [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This interactive session will serve as an introduction to the process of machine learning operations (MLOps) and what I-O psychologists need to know about it to see where they fit into the process. This session includes an introductory overview of MLOps, the set of practices, tools, and methodologies that enable the automation and streamlining of the end-to-end machine learning lifecycle. This lifecycle includes processes like data preparation, model training, deployment, monitoring, and maintenance. Attendees will gain insights to guide their science into product development.

Taking the L.E.A.P. Into Self-Employment: What I Wish I Would Have Known (Panel Discussion - 198119)

5:00 PM – 5:50 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Leisten, J. (Co-Chair), Bladen Shatto, A. (Co-Chair), Curphy, G., Girrell, K., Morrow, C., & Williams, R. (2024). Taking the L.E.A.P. Into Self-Employment: What I Wish I Would Have Known [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The dynamics of the modern workforce are undergoing a significant transformation, with more individuals choosing to leave traditional career paths in favor of self-employment. Drawing upon psychological research, empirical studies, and their own practical experiences, panelists will delve into the motivations, challenges, and strategies of thriving professionals who have taken the leap from corporate, consulting, and military careers. Panelists will offer invaluable insights to conference attendees contemplating similar career shifts based on what they wish they knew before making the shift.

Effective Strategy Alignment and Execution Across the People Analytics Maturity Curve (Panel Discussion - 198325)

5:00 PM – 5:50 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Scymcyk, J.M., McFerran, M.W., Adair C., Hayrapetyan, L., Lam, S. (2024). Effective Strategy Alignment and Execution Across the People Analytics Maturity Curve [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

To keep up with the growing interest in people analytics, organizations would benefit from understanding their current placement along the people analytics maturity curve so they may reach higher levels of maturity or ensure they are as effective as possible given their current maturity and resources. Regardless of their current maturity, organizations' people analytics goals can be achieved by being strategic and aligning with the business/talent needs of various organizational stakeholders. This panel will discuss obstacles and enablers for assessing and growing mature, strategic functions.

Unmasking Destructive Leadership: Traits, Moderators, and Mitigating Factors (Symposium - 197739)

5:00 PM – 5:50 PM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Lawrence, A.D. (Chair) (2024). Unmasking destructive leadership: Traits, moderators, and mitigating factors [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Nandi, S. & Martin-Raugh, M. (2024). Prestige Moderates the Abusive Supervisor – Graduate Student Outcome Relationship. Impelman, K., Jones, E., & Wilson, M. (2024). Non-Versatile Leadership and Dark Side Traits: Exploring the Moderating Role of Gender. Vallejo, R., Herbst, M., Lawrence, A.D., & Buckett, A.G. (2024). Exploring the Link Between Personality Constructs and Destructive Leadership Behaviors Delgado, K.M., Stubenrauch, S., & Wehle, S. (2024). Narcissism as a Predictor of Destructive Leader Behaviors: The Role of EI. Buckett, A.G., Lawrence, A.D., & Yarborough, J. (2024). Why some leaders have an abusive style: Examining the role of dark traits and moral disengagement.

Destructive leaders wield detrimental influence over individuals, teams, and organizations, with well-documented, adverse effects on attitudes and culture. To create a climate that mitigates the impact of these harmful leaders, it is critical to better understand their characteristics and the conditions under which their behavior leads to negative outcomes. Collectively, this group of papers seeks to expand our understanding of destructive leadership by providing insight into the internal and external factors that moderate relationships with destructive leader behavior.

Award: Best Practices and Applications of I-O (Special Event - 199649)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall H

Authors: Reiley, P., Gibson, C., Shepherd, W., McFarland, L., Ployhart, R., Bookmyer, E.D., & Masztal, J. J. (2024). Award: Best Practices and Applications of I-O [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session features the winners of the 2024 SIOP Distinguished Early Career Contributions - Practice Award, M. Scott Myers Award, and Wiley Award. The audience will have an opportunity for questions and discussion.

Invited: SIOP's Advocacy and Government Relations: AI and Much More (Special Event - 199606)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall I

Authors: Saboe, K., Oswald, F., Nye, C., Bruno, A., & Goodman, J. (2024). SIOP's Advocacy and Government Relations: AI and Much More [Panel]. Society for Industrial-Organizational Psychology, Chicago, IL, United States.

SIOP's advocacy and government relations efforts drive impact and raise the profile of SIOP and its members. The session will cover current and future interests of APA's Advocacy Council and SIOP's Government Relations Advocacy Team. A facilitated conversations with Dr. Fred Oswald, a member of the National Artificial Intelligence Advisory Committee (NAIAC), which advises President Biden and the National AI Initiative Office and Dr. Chris Nye, leader of SIOP's AI-Based Personnel Assessment and Predictive Task Force, will highlight examples of SIOP and its members' advocacy work.

Inclusion in Action: Raising Awareness of Asian Workplace Challenges (Panel Discussion - 198603)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall J

Authors: Hsu, A. H. (Moderator & Contributor), Kung, M. C. (Panelist & Contributor), Duong, N. S. (Panelist & Contributor), Chao, A. (Contributor), Kay, S.A. (Contributor), Chen, J. M. (Panelist), & Sachdeva, A. (Panelist) (2024). Inclusion in action: Raising awareness of Asian workplace challenges [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The surge of anti-Asian racism and hate crimes since the pandemic in the U.S. highlights the increasing need for awareness of issues impacting the Asian community and for research and practices to effectively address them. In this panel discussion, a group of diverse researchers and practitioners will shed light on the phenomena that Asians face in the workplace by sharing their experiences, both personal and professional. The panel will discuss how these issues can be diagnosed and addressed, and how Asians fit within the increasingly complex DEI environment.

I-Os in the Wild: Getting the Most Out of Your Local I-O Professional Group (Alternative Presentation - 198349)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall K

Authors: Smith, A., Linnabery, E., Melillo, B., Battista, M., & Tomassetti, A. (2024). IO's in the Wild: Getting the Most Out of Your Local IO Professional Group [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Four panelists will share their perspective on growing and supporting local I-O professional groups, speaking on the topics of founding a new group, connecting global groups, and sustaining groups for the long-term. This alternative session primarily uses audience polling and an open-discussion format, aiming to gain input from the audience to better understand what they want most from their local groups, hear panelists share their unique perspectives on what makes local groups successful, and open an engaging discussion to share ideas that further connection within the I-O community.

Mind the Gap: Generativity Bridging Older Worker Reciprocity for Newer Employees (Symposium - 197242)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall L

Authors: Musselman, R. (Chair) (2024). Mind the Gap: Generativity Bridging Older Worker Reciprocity for New Employees [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Hastings, L. J. (2024). Mentoring's Role in the Development of Generativity, Especially Among Young Adults. Deller, J. (2024). What can the Later Life Workplace Index offer for research on Generativity in Organizations?. Musselman, R. & Becker W.J. (2024). Resolving the Double-Edged Sword of Mentoring: The Role of Generativity.

Generativity at work addresses the critical need for developmental relationships and mutual support for individuals as well as proactive succession and sustainability for organizations. Generativity can leverage wisdom of experienced leaders to pass on knowledge while empowering the younger workforce through mentoring and reciprocity in paying forward assistance that has been received—or desired—from previous generations. Older workers get to leave a legacy, younger individuals get direction, and organizations benefit from employees' increased capabilities, satisfaction, and well-being.

Navigating the Team Coaching Landscape: Practice, Potholes, and Profound Impact (Panel Discussion - 197550)

5:00 PM – 5:50 PM | Location: Hyatt Grand Hall MN

Authors: Thoebe, G.P. (Co-Chair), Woodward, W. (Co-Chair), Tannenbaum, S.I., Sokol, M.B., Reitz, J. (2024) Navigating the Team Coaching Landscape: Practice, Potholes and Profound Impact [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will bring together a panel with expertise in team coaching and consulting for an interactive discussion on the practice of team coaching. Topics will include the discussion of best practices, how to navigate its use in conjunction with other team interventions, lessons learned, and how team coaches can create and measure their impact.

I-O's Role in Making Universities Better Places to Work: A Panel-Led Session (Alternative Presentation - 198322)

5:00 PM – 5:50 PM | Location: Swissotel Montreux 1

Authors: Kiersch, C. E. (Chair and Panelist), Gullekson, N. G. (Panelist), Cavanagh, T. (Panelist), Kraiger, K. (Panelist). (2024). IO's Role in Making Universities Better Places to Work: A Panel-Led Workshop [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will engage participants in an interactive presentation designed to inspire positive change within higher ed. work environments. The core proposition is that I-O-trained faculty are uniquely positioned to lead our universities in becoming better places to work. Four panelists will share their experiences in positively impacting their own higher education workplaces through a range of initiatives and roles. The second half of the session will support the development of participants' own ideas and action plans utilizing an appreciative inquiry approach as our guide.

Striking the Balance: I-O Psychology's Role in Developing Global Selection Systems (Panel Discussion - 197786)

5:00 PM – 5:50 PM | Location: Swissotel Vevey 1/2

Authors: Walton, H. (Chair), Hawkes, B., Labrador, J., Steffensmeier, J., Warren, C., Wester, A., (2024). Striking the balance: IO psychology's role in developing global selection systems. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel session explores the intricate landscape of global talent selection, delving into the challenges faced by organizations in creating selection systems that are both consistent across borders and adaptable to diverse contexts. Five seasoned practitioners will provide insights on building, implementing, and evaluating global selection systems. Together, authors will navigate the complexities of global talent selection and enhance understanding of inclusive, effective, and culturally competent practices in an evolving global environment.

Aging at Work Open Space: Opportunities and Challenges for Research and Practice (Alternative Presentation - 197489)

5:00 PM – 5:50 PM | Location: Swissotel Vevey 3/4

Authors: Davenport, M. K. (Co-chair), McSpedon, M. R. (Co-chair), & Ruffin, M. A. (Co-chair) (2024). Aging at Work Open Space: Opportunities and Challenges for Research and Practice [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The workforce in the U.S. is aging. Many I-O psychologists might not see themselves as experts on aging, but the ways that lifespan development impacts employees and organizations span all topic areas. This alternative session aims to create an open space where researchers with expertise on workplace aging can network with other researchers who are interested in integrating workplace aging into their research areas, as well as practitioners with perspectives on how workforce aging is playing out in the workplace, to build community and further workplace aging research at SIOP and beyond.

Integrating Large Language Models in the Assessment Development Lifecycle (Symposium - 198208)

5:00 PM – 5:50 PM | Location: Zoom Room 1

VIRTUAL LIVE SESSIONS

Authors: Belwalkar, B. B. (Co-Chair) & Curnow, C. (Co-Chair) (2024, April). Generative AI in Assessment Development Lifecycle: Highly Experimental Case Studies [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Belwalkar, B. B., Hurisa, Y., & Curnow, C. (2024). Prototype application for generating passage texts. Paul, S. (2024). Prompt-based Approaches for Automatic Item Generation using a LLM. Meyer, J. (2024). Knowledge Distillation to Fine Tune a Task-Specific LLM.

This symposium includes highly experimental work demonstrating the use of large language models in an assessment development lifecycle. Authors aim to go beyond the discussion of the role of generative AI in assessments and cover such topics as development of stimulus material and item, and item review with the help of large language models, such as GPT and BERT. Three case studies will walk readers through automatic (1) passage-text development, (2) item generation, and (3) item review.

So, You Want to Switch Careers: Transitioning From I-O Psychology to Marketing (Panel Discussion - 198110)

5:00 PM – 5:50 PM | Location: Zoom Room 3

VIRTUAL LIVE SESSIONS

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Cox, C. (Co-Chair), Pool, G (Co-Chair), Bou Onk, V., Ytuarte, B., Rosenzweig, D., Friel, B. (2024). So, You Want to Switch Careers: Transitioning from I/O Psychology to Marketing [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will provide an introduction to changing careers as an I-O psychologist towards a more marketing-oriented role. Speakers with I-O backgrounds from various career paths will discuss the crossover they experienced between marketing and I-O. Topics will include the cross-training of skills, career transitions, and advice for future I-O psychologists looking to change fields while still utilizing their I-O training.

Teaching I-O to Gen Z: Adapting Teaching Strategies for the Modern Classroom (Alternative Presentation - 198032)

5:00 PM – 5:50 PM | Location: Swissotel Zurich AB

Authors: Stark, H. P. & Green, S. N. (2024). Teaching I-O to Gen Z: Adapting Teaching Strategies for the Modern Classroom [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session delves into the unique characteristics of Generation Z, emphasizing their digital-native status and distinct learning preferences. As traditional teaching methods often fall short in engaging these learners, this workshop will foster collaboration between I-O educators by prompting attendees to generate classroom activities and/or assignments designed for Gen Z. With Gen Z poised to enter professional spheres, it's paramount for SIOP members—both academics and practitioners—to understand and adapt to these educational shifts, ensuring the sustained relevance of I-O psychology.

Speaking Up for Your Research: How to Communicate Your Findings to a Broad Audience (Alternative Presentation - 197515)

5:00 PM – 5:50 PM | Location: Swissotel Zurich C

Authors: Zhou, S. (Co-Chair), McCauley, R. (Co-Chair), Fletcher, K., Grabarek, P., Islam, S., Kath, L., Nelson, K., Rogelberg, S., Sawyer, K. Wiese, C., Yost, P., Morel, J. (Non-Speaking). (2024). Speaking up for your research: How to communicate your findings to a broad audience [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Most formal I-O training has focused on communication within the professional world (e.g., journal articles, client presentations). However, such methods are not likely to be engaging to the average conversation partner on the soccer field sidelines or at a cocktail party. This workshop will provide guidelines and tips on how to engage the public, especially those with no background in I-O, in

thoughtful conversations about I-O research and topics. The session will end with an opportunity to practice such communication skills and receive individualized feedback from subject matter experts.

Authenticity at Work: Multiple Pathways to Well-Being (Symposium - 198035)

5:00 PM – 5:50 PM | Location: Swissotel Zurich D

Authors: Lynner, B. M. & Prasad, J. J. (Co-Chairs) (2024). Authenticity at Work: Multiple Pathways to Well-Being [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Lynner, B. M., Prasad, J. J., Benson, A. B., Gardner, D. M., Bolund, S. (2024). The Role of Authenticity in Confronting Workplace Interpersonal Mistreatment. Jean-Baptiste, T., King, D. D., & Burrows, D. N., (2024). The Important Role of Policy in Employee Intersectional Authenticity. Davis, S., Prasad, J. J., Gardner, D. M. (2024). Evaluating the Bi-Directional Relationship Between Authenticity at Work and Job Satisfaction. Chheda, K. J., Gardner, D. M., Beckel, J. L. O., Prasad, J. J. (2024). Authenticity at Work: Predictive Nuance via a Dimensional Approach.

Authenticity at work has generated substantial enthusiasm among the members of SIOP. However, research in this domain continues to mature and, as a result, may be difficult to apply. The goal of this symposium is to highlight authenticity as highly relevant to employee well-being but to also demonstrate that this relationship may take on different meanings depending on one's perspective. In doing so, authors hope audience members may find areas where they may incorporate or extend the study of authenticity in their own research and practice.

The Universal Goal of Achieving Decent Work (Symposium - 197618)

5:00 PM – 5:50 PM | Location: Swissotel Zurich EF

Authors: Saxena, M. (Co-Chair) & Reichman (Co-Chair) & Piero, J. M. (Discussant) (2024). The Universal Goal of Achieving Decent Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

DiFabio, A. (2024). Promoting Decent Work for all: Results of a five-year international project.

Martinez-Tur, V., Davcheva, M., Moliner, C., Perez-Nebra, A., & Potocnik, K. (2024). Decent Work: A universal desire with cultural variations.

Hopner, V. & Carr, S. C. (2024) Tackling indecent work and obscene work; Abominations on humanity AND climate.

This session examines the universal goal of achieving decent work for all through culturally relevant and sustainable practices per the United Nations Sustainable Development Goal 8: Decent work for all. Three diverse research-based presentations from globally acclaimed scholars will explore: the psychological approach to decent work based on a transformative 5-year project from Italy, the role of culture in achieving universality in decent work, and the universal abomination of modern work slavery and the climate crisis. A thorough discussion and audience interaction will follow the talks.

Frank Schmidt Memorial Gathering

6:00 PM – 7:30 PM | Location: Hyatt Grand Hall I

EVENTS AND RECEPTIONS

A memorial gathering for Frank L. Schmidt.

Disability, Inclusion, and Accessibility Committee Reception

6:00 PM – 7:00 PM | Location: Hyatt Regency Acapulco

EVENTS AND RECEPTIONS

LGBTQIA+ Committee Reception

7:00 PM – 8:00 PM | Location: Hyatt Regency A

EVENTS AND RECEPTIONS

A reception for members and friends of the LGBTQIA+ committee.

Blacks in I-O Reception

7:00 PM – 8:30 PM | Location: Hyatt Regency C

EVENTS AND RECEPTIONS

Military and Veterans Committee Reception

8:00 PM – 9:00 PM | Location: Hyatt Regency B

EVENTS AND RECEPTIONS

A reception for military connected attendees and advocates.

Saturday, April 20, 2024

General Conference Registration

7:00 AM – 1:00 PM | Location: Hyatt Grand Foyer

Registration is held on the 2nd floor outside the Grand Ballrooms

Continental Breakfast

7:30 AM – 8:30 AM | Location: Hyatt Ballroom EF

BREAKFAST/COFFEE/LUNCH BREAKS

Continental Breakfast available for all conference registrants.

Conference Career Center

8:00 AM – 11:45 AM | Location: Hyatt Roosevelt Meeting Rooms

Designated area reserved solely for CCC registered Employers and Job Seekers looking to conduct in-person job interviews. Space may be reserved ahead of time via email (careerservices@siop.org) or at the CCC check-in table (located in the Roosevelt Meeting rooms).

Are You Smarter Than an MBA? A Competitive Upskill on Business and Financial Acumen (Master Tutorial - 197483)

8:30 AM – 9:50 AM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Marcinkowski, M. A. (Co-Chair), House, A. M. (Co-Chair), Ali, A. (Co-Chair), Cohen, I. (2024). Are You Smarter than an MBA? A Competitive Upskill on Business & Financial Acumen [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This interactive session will upskill I-O psychologists on key tenets of business and financial acumen. The session will engage attendees in competition-style learning on core concepts they can use to be more effective in their work. Following each round, concept applications will be debriefed. Session attendees will leave with a deeper understanding on how to operate more effectively with clients and navigate the interests of organizational leaders. The session is intended for all audiences—introductory, intermediate, or advanced—regardless of existing business and financial knowledge.

Harnessing the Power of Generative AI Through Effective Prompt Engineering (Master Tutorial - 197952)

8:30 AM – 9:50 AM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Meaden, J., Sturdivant, M., & Theys, E. R. (2024). Harnessing the Power of Generative AI through Effective Prompt Engineering [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Generative artificial intelligence (GAI) influences the core skills required for many jobs, offering a potential productivity boost when used effectively. The field of I-O psychology is not insulated from the inevitable change brought by GAI. As such, this master tutorial aims to enhance participants' ability to collaborate with GAI by providing a comprehensive understanding of the mechanics of effective prompt engineering, reviewing practical applications, and engaging participants in a hands-on session to apply the concepts learned.

CANCELLED: SIOP Living History: Dr. Virginia Schein (Special Event - 199673)

8:30 AM – 9:50 AM | Location: Hyatt Ballroom EF

EVENTS AND RECEPTIONS

The SIOP Living History Series is a series of interviews of influential individuals in the history of I-O psychology conducted at each SIOP conference. See Dr. Schein's information at www.virginiaschein.com

The Current State and Future of Modern Discrimination Research (Panel Discussion - 198599)

8:30 AM – 9:50 AM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Michel, S. (Co-Chair), Barratt, C. L. (Co-Chair), Frame, M. C., Hebl, M., Henle, C., Hunger, J., & Tews, M. (2024). The current state and future of modern discrimination research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will provide information and recommendations for researchers and practitioners to better address subtle and systemic forms of modern discrimination in the workplace. To do this, authors will discuss: (a) the literature on stigma and modern discrimination in organizations; (b) attributes, populations, and/or topics in modern discrimination that need more examination; and (c) advice from scholars on how best to examine modern discrimination in research and applied settings.

Daredevils and Trailblazers: Understanding Risk Takers at Work (Symposium - 197614)

8:30 AM – 9:50 AM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Reeves, K. (Co-Chair) & Zhang, D.C. (Co-Chair). (2024). Daredevils and trailblazers: Understanding risk-takers at work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Amistad, C., McAbee, S. T., & Highhouse, S. (2024). Self- and coworker-reported risk propensity and negative work behaviors. Dalal, D. K., & Kausel, E. E. (2024). Risky but not reckless? Risk taking propensity, gender, and career outcomes. Reeves, K., Stark, H., Cowely, T., & Zhang, D.C. (2024). A meta-analytic investigation of risk takers at work. Stevenor, B. A., Amistad, C., & Highhouse, S. (2024). Narrow personality traits as predictors of adaptive and maladaptive risk taking. Zhang, D.C. & Smith, R. (2024). Calculated and spontaneous risk styles: Implications for work.

Risk taking is a double-edged sword that can spark constructive (e.g., innovation) or destructive (e.g., deviance) behaviors at work. Despite considerable research on the risk appetite of managers and CEOs, very little is known about risk takers at work. In this symposium, authors present research on the organizational impact of risk takers to shed light on when and why they are beneficial (vs.

harmful) for organizational functioning. In doing so, they advance theories and measurement of risk propensity in organizational settings.

Substance Use and Work: An Intersection in Desperate Need of Research (Symposium - 198402)

8:30 AM – 9:50 AM | Location: Hyatt Grand Hall H

Authors: Wiese, C. W. & Dhanani, L. Y. (Co-Chairs) (2024). Substance Use and Work: An Intersection in Desperate Need of Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Eby, L. T., & Anker, J. G. (2024). Employees in Recovery from Substance Use: Directions for Future Research. Garcia, S. C., Fletcher, K. A., Burnett, C. E., & Drose, C. J. (2024). Great Expectations: Employee Caffeine and Nicotine Use to Meet Leader Demands. Moughan, C. J., & Katz, I. M. (2024). Marijuana Use and Marijuana's Legal Status Moderate the Relationship between Depression and Sickness Absenteeism. Dhanani, L. Y. & Wiese, C. W. (2024). Comparing the Effects of After Hours Marijuana and Alcohol Use. Roulin, N., & Bhatnagar, N. (2024). Employment Discrimination Against Cybervetted Cigarette and Cannabis Smokers

Scholarship on the ways workplace experiences and policies intersect with substance use is relatively sparse. This symposium highlights novel insights about the workplace causes and consequences of substance use that can be used to inform organizational and legal policies surrounding substance use. The studies also seek to draw attention to and challenge stigma surrounding substance use.

Invited: I-O Strategies for Managing Political Ideology in the Workplace (Special Event - 199637)

8:30 AM – 9:50 AM | Location: Hyatt Grand Hall I

Authors: Swigart, K. (Co-Chair), Kremer, L. (Co-Chair), Patel, K., Williamson, J., Anantharaman, A. (2024). Invited: IO Strategies for Managing Political Ideology in the Workplace [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Political polarization has increased significantly in society over the past decade, and intended or not, strongly held political ideologies are carried into the workplace—this is consequential to academics and practitioners alike. In this interactive session, attendees will hear from scholars in the form of a lightning-round discussion of the implications of their research on political ideology in the workplace before breaking into small groups where presenters will leverage case examples and scenarios to facilitate a dialogue on how to apply I-O perspectives to navigate politics at work.

The Future of Flexible Work: Should We Stay or Should We Go? (Panel Discussion - 197026)

8:30 AM – 9:50 AM | Location: Hyatt Grand Hall J

Authors: Li, M (Chair), Adair, C., Goswami, A., Jacob, A., Jolton, J., Shao, Y., & Zimmer, S. [Panel Discussion]. The future of flexible work: Should we stay or should we go? Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

From prepandemic on-site operations to the enforced remote work during the pandemic, and now, the ambiguous terrain of postpandemic flexible models, each transition carries its own set of challenges, especially in terms of employee engagement and the overarching strategies HR leaders employ. This panel, comprising talent assessment experts, HR professionals, and academic luminaries, delves into this intricate issue. Through a riveting exploration, authors aim to empower HR leaders with transformative insights, enabling them to rethink flexible work with confidence and clarity.

A Taxing Taxonomy: Talking Microaggressions for Transgender and Nonbinary Talent (Alternative Presentation - 198390)

8:30 AM – 9:50 AM | Location: Hyatt Grand Hall K

Authors: Discont, S. (Co-Chair), Hughes, S. (Co-Chair), Irvin, C. (Discussant), Martinez, L. (Panelist), Stango, D. (Panelist), Kurzwaski, K. (Panelist), Dagosta, J. W. (Facilitator), Garcia, K. (Facilitator), Guentert, K. (Facilitator) (2024). A Taxing Taxonomy: Talking Microaggressions for Transgender and Non-Binary Talent [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Transgender and nonbinary people are frequently subjected to discrimination, often through microaggressions, defined by The Harvard Business Review as "insensitive statements, questions, or assumptions aimed at traditionally marginalized identity groups." To combat this, authors recommend creating a taxonomy of microaggressions against transgender and nonbinary workers. I-O psychologists' expertise in behavior definition and factor analysis positions them to lay a foundation that will enhance how transphobia is defined as a starting point for criteria for furthering advocacy and inclusion.

Leadership in the AI Era: Human-Centered Insights (Panel Discussion - 198404)

8:30 AM – 9:50 AM | Location: Hyatt Grand Hall L

Authors: Lacerenza, C.N. (Chair), Julian, A., Biga, A., Shondrick, S., Kraft, J. (2024). Leadership in the AI Era: Human-Centered Insights [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In an age of digital disruption and changing workforce dynamics, both leaders and leadership development initiatives must adapt to stay relevant. This panel aims to explore the nuanced balance between harnessing technological advances and maintaining the irreplaceable human aspects of leadership.

Novel Approaches to Exploring Elements of the Allyship Process (Symposium - 198518)

8:30 AM – 9:50 AM | Location: Hyatt Grand Hall MN

Authors: Stockdale, J. E. (Co-Chair) & Volpone, S. D. (Co-Chair) (2024) Novel approaches to exploring elements of the allyship process [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States Mosier, A. E., Stockdale, M. S., Wu, W., Washington, D., & Dinh, T. K. (2024). The juxtaposition of leaders' powerful feelings on followers' allyship experiences. Carsey, T. A., Bernard, L., Hampton, F. E. K., & Martinez, L. R. (2024). Allies against "burnover": A simulation of the buffering effect of allyship on burnout and turnover. Stockdale, J. E., Dang, C., & Grandey, A. A. (2024). Allyship identity and openness to feedback. Thoroughgood, C., Sawyer, K., Kong, T. D., & Webster, J. (2024). Morally elevating or deflating? How oppositional courage for social equity elicits gossip. Mosier, A. E., & Stockdale, M. S. (2024). Development of a behavioral expectations scale of political allyship.

The I-O field acknowledges positive influence allies have in organizations. Despite this growing recognition of the importance of allyship, there are many aspects of this construct and its role in organizations that would benefit from further scholarly insights. This symposium moves research forward on the topic of allyship through papers that focus on allyship in ways that have not been considered in the

extant literature. This includes efforts to feature multiple methodologies that together provide a deeper understanding of the antecedents, outcomes, and key elements in the allyship process.

Many Roads Cross With I-O: Interdisciplinary Career Paths With I-O Psychology (Panel Discussion - 197764)

8:30 AM – 9:50 AM | Location: Swissotel Montreux 1

Authors: Zhang, C. (Co-Chair), Yu, M. C. (Co-Chair), Sinclair, A., Ramesh, A., Coughlin, C., Haimann, C., Concilio, G., & Kasischke, K. (2024). Many Roads Cross with I/O: Interdisciplinary Career Paths with I/O Psychology [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session gathers 6 panelists with interdisciplinary career experiences that intersect with industrial-organizational (I-O) psychology to provide insights into transitional career paths, applications of I-O psychology to other fields, and the relevance of SIOP and the I-O community to interdisciplinary or transitioning careers.

Leadership Development for Our Field: Practicing What We Preach (Panel Discussion - 197389)

8:30 AM – 9:50 AM | Location: Swissotel Vevey 1/2

Authors: Smoak, V.J. (Chair), Skiba, T., Lomeli, L.C., Stevenson, A., Ginther, N., Tocci, M. (2024). Leadership Development for our Field: Applying our theory, research, and practices to ourselves as leaders [Panel]. Society of Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

I-Os do the research, consult, develop leadership in organizations, but do they we practice what they preach? Five panelists who are currently in senior level leadership positions at Redesign Health, BetterUp, HP, MiTek, and Sam's Club will share personal leadership lessons learned, how they develop other I-Os, and share perspectives on what I-Os can do to better develop future leaders in the field.

Messy Validation IX: Phone a Validation Friend (Alternative Presentation - 198565)

8:30 AM – 9:50 AM | Location: Swissotel Vevey 3/4

Authors: Barr, K. R. (Chair), Drescher, D. (Panelist), Jarrett, S. (Panelist), Sady, K. (Panelist), & Schmidt, D (Panelist). (2024). Messy Validation IX: Phone a Friend [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session brings together experienced I-O practitioners to advise on assessment validation challenges (e.g., stakeholder buy-in, data collection, analysis, communicating results). In the first part of the session, attendees will discuss example messy validation scenarios in small groups before hearing how the expert panelists handled the situation. In the second part of the session, 2 to 4 attendees in each group will have the opportunity to pose a validation challenge that they are facing to their group for discussion and advice from one or more of the panelists.

What It Takes: Six Successful Cases of Starting, Growing, and Exiting an I-O Practice (Panel Discussion - 197843)

8:30 AM – 9:50 AM | Location: Swissotel Zurich AB

Authors: Hendrickson, V., Church, A., Hartog, S., Macey, W.H., Saltzman, J., Scott, J., Valerio, A.M. (2024). Six Successful Cases of Starting, Growing, and Exiting an IO Practice. Society of Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

External consultants make up a significant proportion of I-O practitioners, yet the details of successfully starting and running an I-O firm are rarely discussed. This panel of highly successful entrepreneurial practitioners across various types of firms will speak to what it takes to start, grow, run, and exit/retire from your business, including various paths to funding, structure, business development, and more.

Careers and Collaborations With the Department of Defense (Alternative Presentation - 198401)

8:30 AM – 9:50 AM | Location: Swissotel Zurich D

Authors: Persing, C. R. (Chair/Discussant), Walsh, J. L., (Panelist), Romay, S., (Panelist), Dirr, B. A., (Panelist), Trent, J., (Panelist), Melick, S. R., (Panelist), Swiderski, D. J., (Panelist), & Repchick, K. (Panelist). (2024). Careers and Collaborations with the Department of Defense [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session is for I-O academics and practitioners who want to learn about career paths, collaborations, funding, or contracting involving I-O work in the Government. Authors have assembled a panel of I-Os doing research and other work for the Department of Defense in civilian, contractor, and military roles, who will briefly describe their respective organizations, the current and past research programs, why they chose that specific career path, and opportunities for I-Os in their programs and at large.

Making the Jump and Sticking the Landing: Effective Transitions to Practitioner Careers (Alternative Presentation - 198239)

8:30 AM – 9:50 AM | Location: Swissotel Zurich EF

Authors: Acosta, J., Bhatia, S. (Ruggeberg, B.), Bradburn, J., Brock, S. & Jacobs, R. (2024) Making the Jump & Sticking the Landing: Effective Transitions into Practitioner Careers [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Most of SIOP's student members enter practitioner careers, yet there is inconsistency in how well graduate programs prepare students for success in this career path. This interactive session provides attendees with insights, personalized advice, and an actionable plan in preparation for their next career move. As an added benefit, interests and feedback shared during this session will be used to inform the ongoing design of a Practitioner Career Activation Hub that is under development by the Education & Training Committee.

Walking on Eggshells: Is It Safe to Speak About Equality at Work? (Panel Discussion - 197462)

10:00 AM – 10:50 AM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Tarasofsky, J., Kandola, B., Ferdman, B. M., Cox, G., & Thomas, K. (2024). Walking on eggshells: Is it safe to speak about

equality at work? [Panel discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Fostering DEI in organizations requires productive conversations about equality. The panel, made up of experienced DEI practitioners and scholars, will discuss the dangers of speaking openly about intersectional equity issues and explore how to avoid cultures of silence and frustration in pursuing equity and inclusion. Topics include media use of "cancel culture," psychological safety regarding sensitive equity matters, and the role psychologists can play in catalyzing needed conversations. The session is for all interested in employee voice, psychological safety, equity, and inclusion.

"What About Us Old Gals?" Experiences of Mature Women in Graduate School (Panel Discussion - 198063)

10:00 AM – 10:50 AM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Morgan, J. (Chair), Aldana, A., Atay, E. J., Grier, M., Hancock, S., & Lieu, E. (2024). "What About Us Old Gals?" Experiences of Mature Women in Graduate School [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will present and discuss recommendations for university faculty and administrators supporting mature female graduate students in their scholarship and career decisions. Session will cover what distinguishes mature women graduate students' experiences from students following more "traditional" postsecondary trajectories and how offering status quo advice for academic careers perpetuates noninclusive organizational practices as experienced by mature female graduate students.

Varied Approaches to Assessing Executives and Validating the Impact (Symposium - 198373)

10:00 AM – 10:50 AM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Betts, M. (Chair) (2024). Varied Approaches to Assessing Executives and Validating the Impact [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Betts, M., Whilmore, T., & Britt, J. (2024). Validating a Leadership Competency Assessment Using LinkedIn Data. Menendez, J. & Lanik, M. (2024). Comparing Validity Evidence Between Virtual Assessment Centers and Traditional Assessment Centers for Executive Leaders. Bhavsar, K. (2024). A Holistic Approach to Executive Assessment and Development: A Case Study at STERIS. Blake, A. (2024). Executive Personality: Indirect Personality Assessment. Parker, B. & Whilmore, T. (2024). Validating a Leader Competency Assessment Using 360-degree Feedback.

Quantifying the performance of executives is quite complex, making it difficult to validate assessment tools for the population. This symposium explores multiple approaches to assessing executives and "thinking outside the box" to demonstrate the impact of executive assessments.

Engaging Organizational Stakeholders: Pathways to Disability Employment Inclusion (Symposium - 198491)

10:00 AM – 10:50 AM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Gaddie, C. (Chair). (2024). Engaging Organizational Stakeholders: Pathways to Disability Employment Inclusion [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Gaddie, C., Jinnah, H., Stoneman, Z., & Hoffman, B. (2024). Getting and Keeping Work: Barriers and Recommendations from People with Disabilities. Burnard, M., & Bruk-Lee, V. (2024). Office Design and Employee Voice are Related to Autistic Employees' Attitudes and Well-being. Bruk-Lee, V., Ugalde, D., & Heron, L. (2024). Empowering Managers to Create Inclusive Workplaces: The 'Ready to Lead' Training Program.

Despite constituting a significant portion of the population, people with disabilities face substantial inequities when it comes to employment. This symposium brings together 3 papers that provide an introductory investigation into the potential ways to mitigate disparate outcomes for employees with disabilities by engaging key organizational stakeholders. The discussant, who holds both an MBA and MA in I-O Psychology, will provide actionable insights for practitioners looking to either begin or strengthen their disability inclusion practices.

Invited: SIOP and APA: Enhancing Impact Through Advocacy and Communications Partnerships (Special Event - 199608)

10:00 AM – 10:50 AM | Location: Hyatt Grand Hall I

Authors: McHenry, J., Evans, A., Stolle, D., Hammer, L., Johnson, L., Oswald, F., & Shoss, M. (2024). SIOP and APA: Enhancing Impact through Advocacy and Communications Partnerships [Executive Board Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

One of APA's priorities recently has been to enhance the association's impact by promoting applied psychology more effectively. Many SIOP members have worked in close partnership with APA to communicate our science and influence public policy on a wide range of work-related issues. The impact and reach of this partnership have been outstanding. In this session, I-O psychologists and senior APA staff (including APA CEO Arthur Evans) will highlight the work that has been done together, how APA has helped communicate and amplify the impact of our science, and future opportunities for partnership.

Just Watch Me: Measuring Behavior in Organizations (Alternative Presentation - 197960)

10:00 AM – 10:50 AM | Location: Hyatt Grand Hall J

Authors: Robertson, M. M. (Co-Chair), Zhang, F. (Co-Chair), Hoffman, B. J. (Panelist), Kreamer, L. (Panelist), Lehmann-Willenbrock, N. (Panelist), Sajjadi, S. (Panelist), Tewfik, B. (Panelist), & Tonidandel, S. (Panelist). (2024). Just watch me: Measuring behavior in organizations [Alternative session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Six panelists will discuss opportunities and challenges associated with measuring behavior in organizations. Panelists have experience measuring behavior in various contexts (e.g., interpersonal interactions, social media, assessment centers) using different methods (e.g., machine learning, microbehavioral coding). Following the panel discussion, the panelists will engage in speed mentoring with attendees. During this time, panelists will provide advice and resources to address attendees' ideas, questions, and concerns related to the measurement of behaviors in organizations.

Consulting 101: Consult the Consultants (Panel Discussion - 197942)

10:00 AM – 10:50 AM | Location: Hyatt Grand Hall K

Authors: Solberg, E. (Chair), Foster, K., Loverde, M., Sanders, C., Skinner, J., & Tafero, T., Wrenn, K. A. (2024). Consulting 101: Consult the Consultants [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will present practical advice for managing common challenges in both the internal and external consulting worlds. Topics discussed will include setting oneself up for success, getting results, and navigating challenges. This session will be informative for graduate students and others considering the consulting path, as well early career internal and external consultants.

For Students, By Students: How to Find, Land, and Succeed in I-O Internships (Panel Discussion - 197066)

10:00 AM – 10:50 AM | Location: Hyatt Grand Hall L

Authors: Eichenauer, C.J. (Chair), Briggs, C.Q., Lopez, T., Njaka, A., Jasewicz, J., & Sapia, J. (2024). For Students, By Students: How to Find, Land, and Succeed in I-O Internships [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will feature a discussion of I-O graduate internships based on extensive and varied internship experiences of 5 senior I-O graduate students. Panelists will provide perspectives and tips on strategic internship searching, acing internship selection processes, managing internship work and employer expectations, and other topics based on audience interest. Panelists include I-O master's and doctoral students, each from different graduate programs, with varying internship experiences across I-O topical areas and organizational contexts.

Making Skills-Based Hiring a Reality: Opportunities, Challenges and HR Technology (Panel Discussion - 197084)

10:00 AM – 10:50 AM | Location: Hyatt Grand Hall MN

Authors: Gibbard, K. (Chair), Garr, S. S., Collins, M., Khan, S., Pitel-Wali, M., & Sestrap, N. (2024). Making skills-based hiring a reality: Opportunities, challenges, and HR technology [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Skills-based hiring has gained major momentum as of late, with promises of reducing time to hire, expanding talent pools, and improving candidate retention. However, organizations may be unable to capitalize on the opportunity of skills-based hiring due to a number of challenges. This panel will bring together organizational leaders experienced in deploying skills-based hiring and experts on the cutting edge of skills-based hiring technology innovations. The session will explore skills-based hiring in practice today, remaining obstacles, and opportunities to leverage HR technology.

Research Incubator: A More Nuanced Investigation Into Introversion and Leadership (Alternative Presentation - 198722)

10:00 AM – 10:50 AM | Location: Swissotel Montreux 1

Authors: Glerum, D., Goswami, A., (Chair), McCord, M.A., Royston, R., & Sawdy, M. (2023). Towards a More Nuanced Understanding of the Relationship Between Introversion/Extraversion and Leadership [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL. United States.

Researchers and practitioners will share insights and examples on why a more nuanced understanding of the role of introversion in leadership is necessary given recent research and shifts in the labor market (e.g., work from home). The presenters will discuss challenges, ideas, and implications for research. After the presenters share their perspectives, the audience will then break into groups to discuss the research themes and identify ideas for future research. Finally, the groups will be brought together to share their insights and connect back to the central themes.

Poster Sessions: Personality & Culture

10:00 AM – 10:50 AM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

The Need to Belong's Role in Psychological Contract Breach–Turnover Intentions Link (Poster - 196878)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Park, J., Viswesvaran, C., & Sicam, A. (2024). The Need to Belong's Role in Psychological Contract Breach-Turnover Intentions Link [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although turnover has many causes, the perception that organizations have violated expected norms (psychological contract breach [PCB]) is a salient cause. PCBs are inevitable in dynamically changing workplaces, and authors investigate whether individual differences in need to belong (NTB) (N = 107 working nurses) determine exit or voice behavior when PCB is perceived. After controlling for perceived job alternatives and the need for affiliation, the interaction between NTB and PCB explained a statistically significant incremental variance in explaining TI.

Gender Differences in the Network Structure of Basic Interests (Poster - 196512)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Du, Y. Y. L., Drasgow, F., & Rounds, J. (2024). Gender differences in the network structure of basic interests [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

It is widely known that women and men differ in their vocational interests. However, past research on gender differences in the structure of vocational interests has found mixed results. Using network analyses, this research examines gender differences in the structures of 2 basic interest models. Across 2 studies, authors found no significant differences between the network structures of basic interests for women and men. Nevertheless, network centrality metrics identified different core and peripheral interests for each gender. Theoretical and practical implications are discussed.

Organizational Tightness–Looseness, Self-Monitoring, and Employee Creativity (Poster - 196794)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Nandi, S., & Watts, L.L. (2024). The Influence of Organizational Tightness-Looseness and Self-Monitoring on Employee Creativity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This research is the first to succeed in experimentally manipulating cultural tightness-looseness (CTL) within organizations and to examine the impact of organizational CTL and self-monitoring on employees' creativity related to specific creative processes (idea generation versus evaluation). High-self-monitoring individuals were found to generate a significantly higher number of creative ideas. In tight cultures, high self-monitoring individuals generated marginally more ideas than their low self-monitoring counterparts. In loose cultures, there was no difference between high- and low-self-monitoring individuals in terms of the number of ideas generated.

Source Effects on Criterion-Related Validities of Self- and Observer Reports of Perso (Poster - 196946)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Marcus, B., Sonntag, M., & Hummert, H. (2024). Source Effects on Criterion-Related Validities of Self- and Observer Reports of Personality [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recent research suggests that the criterion-related validity of observer reports of personality may outperform that of both self-reports and of the variance shared between self- and observer reports. In a complete multisource design, authors obtained self, peer, and supervisor reports of both Big 5 personality traits and of various job performance criteria (N = 193). Although some support for the superiority especially of peer reports was found, same-source validities consistently outperformed different-source validities, regardless of specific source.

Perceived Subordinate Mental Health Predicts Manager Feedback Behavior (Poster - 197143)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Minnikin, A. F., & Beck, J. W. (2024). Perceived Subordinate Mental Health Predicts Manager Feedback Behavior [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Drawing on self-regulatory theories of work motivation and literature on stereotypes associated with poor mental health, authors argue that perceptions of subordinates' mental health predict manager's feedback behavior. They propose that managers will expect subordinates with poor mental health to be less likely to make performance improvements and more likely to have negative emotional reactions to feedback than their ostensibly mentally healthy counterparts. They conducted a study investigating the relationship between manager feedback behavior and perceptions of subordinate mental health.

How Dark Is the Core of the Dark Triad? (Poster - 197162)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Ock, J. (2024). How dark is the core of the Dark Triad? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined whether the strong latent commonality among dark personality traits found in previous research was exaggerated due to common method variance (CMV). They added a time gap between each scales of a measure of the Dark Triad (DT) personality traits. Then, a bifactor model was used to extract a core of DT traits and specific factors. Model-based metrics (omega coefficients, explained common variance) were used to assess their strength. Results indicated weaker empirical overlap among DT traits than previous research.

The Relation Between IRT Within-Person Variability in Personality and Job Performance (Poster - 197295)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Stevenor, B. A., & Zickar, M. J. (2024). The relation between IRT within-person variability in personality and job performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the relation between IRT estimates of within-person variability in Big 5 personality domains and job performance. Using an incumbent sample (N=1,108), within-person variability was estimated using an IRTree model. The results suggest that the direction and magnitude of the relation depends on the level at which within-person variability is estimated (within vs. across domains) and the level at which performance is measured (broad vs. specific). There were multiple instances in which within-person variability predicted job performance over and above trait estimates.

Culture of Health, Organizational Support for Employee Health, and Employee Engagement (Poster - 197346)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Broberg, E. (2023). Culture of Health, Organizational Support for Employee Health, and Employee Engagement. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the indirect effect of organizational support for employee health (OEH) and culture of health (COH) on employee engagement through the mediating effects of job satisfaction, communication satisfaction, and employee empowerment. Results indicated that OEH has a significant positive indirect effect on employee engagement through the serial mediating effects of COH, job satisfaction, and employee empowerment. The findings provide employers with information about the mechanisms through which they can increase employee engagement, a predictor of productivity, in the workplace.

Equivalence of Workplace Personality Assessments Across 39 Languages and Dialects (Poster - 197532)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Dabdoub, A., & Paiement, A.M. (2024). Equivalence Of Workplace Personality Assessments Across 39 Languages and Dialects [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study addresses challenges of cross-cultural assessment in a globalized world. It emphasizes the importance of standardizing translations in the context of increasing international collaboration and diverse workforces. The study outlines methodology for achieving language equivalence in the Hogan personality assessments across 39 languages and dialects. The study focuses on maximizing translation accuracy and validity. Results indicate consistency in constructs across cultures, making the Hogan assessments a valuable tool for studying personality traits in a global work setting.

To Disclose or Conceal: A Qualitative Approach to Understanding Psychological Safety (Poster - 197556)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Chappell, J., Hagler, B., Jang, S., Ford, M. T. & Cheung, H. K. (2023). To Disclose or Conceal: A Qualitative Approach to Understanding Psychological Safety at Work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The need for collaboration in modern organizations (e.g., interactions with supervisors) highlights the importance of psychological safety (PS). This study examines PS, defined as the perception of interpersonal risk-taking safety within an organization. Disclosing personal health information fosters rapport among coworkers and supervisors. This study aims to uncover motivations and consequences behind disclosure decisions. Through qualitative analysis, authors explore prevalent themes in participants' responses, revealing factors influencing disclosure decisions and impact on organizations.

The Dark Core and Leaders: Leaders Self-Reported Personality and Workplace Behaviors (Poster - 197734)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Hipel, Isaiah. (2024). The Dark Core and Leaders: Leaders Self-Reported Personality and Workplace Behaviours [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In this study, author used a new measure, the Dark Core at Work (DCW), and had 2 main goals. First, they explored the connection between leaders' DCW scores and important organizational results using data from 302 leaders. Second, they examined whether DCW could predict these outcomes better than the established Dark Tetrad at Work (DTW) and HEXACO's H-H scale. DCW was linked to most organizational outcomes, except organizational citizenship. Additionally, DCW provided incremental validity over H-H and DTW for all outcomes, except organization-oriented citizenship behaviors.

Unmasking Resilience (Poster - 198034)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Agnihotri, N. & Johnson, T. (2024). Unmasking Resilience: Exploring the Impact of Personality, Gender & Job Level. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In today's competitive and volatile organizational environments, resilience has emerged as a critical concept. Organizations are struggling to keep pace with rapid changes, leading to performance declines and even failures. This paper examines the concept of resilience in the context of leadership to understand which personality factors correlate with resilience and whether gender differences explain that relationship. Results showed gender differences in resilience, vulnerability and emotional stability. Further, significant differences were found among job levels of resilience.

The Development and Validation of a Total Worker Health Climate Scale (Poster - 198042)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Giordano, F. B., Huang Y. H., Chlevin-Thiele, C., Tondokoro, T., He, Y., Anger, W. K., Lee, J., Wang, M., Olson, R. (2024). The development and validation of a Total Worker Health® Climate scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The study aimed to validate a Total Worker Health® Climate Scale, including 3 subdimensions: safety, physical health, and well-being. Using a mixed-method approach from prior safety climate research, novel physical health and well-being climate scales were made that combined to an overall total worker health climate. The scale and subclimates are also linked to important outcomes at both the individual and workgroup level. The scale comprises 40 items (16 safety, 14 physical health, 10 well-being), offering a comprehensive assessment of organizational total worker health climate.

Unpacking Bias in Personality Assessments: A Measurement Invariance Exploration (Poster - 198053)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Redler, E. S. & Lewis, R. E. (2024). Unpacking Bias in Personality Assessments: A Measurement Invariance Exploration [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Personality assessments play a vital role in talent management and development initiatives, and understanding the impact of demographic diversity on assessment outcomes is crucial for ensuring fairness and reliability. This study investigated the measurement invariance of the Hogan Personality Inventory (HPI) and Hogan Development Survey (HDS) across race/ethnicity and gender in a Fortune 50 organization. Findings revealed invariance by race/ethnicity in both measures but metric variance by gender in the HPI, warranting further investigation.

Psychological Safety and Employee Voice: A Meta-Analysis (Poster - 198120)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Chawota, T. A., Johnston, Z., Bueno, A. & Gafa, K. (2024). Psychological Safety and Employee Voice: A Meta-Analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This meta-analysis examined the relationship between psychological safety and employee voice among $k = 32$ studies. Findings indicated a moderate positive relation, ($p = .35$), suggesting that higher levels of psychological safety are associated with higher levels of employee voice. Moderation analyses showed that self-ratings of voice had a stronger relationship with psychological safety than supervisor ratings, and that gender and organizational tenure were not significant moderators. These findings underscore the importance of psychologically safe environments and voice promotion.

Validation of the Culture of Gratitude (CoG) Scale (Poster - 198194)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Reilly, N. P. & Coker, O. (2024). Validation of the Culture of Gratitude (CoG) Scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A new instrument assessing the degree to which an organization's policies, practices, and people promote gratitude in its employees was validated. A PCA established 2 reliable factors, Organizational Gratitude and Coworker Gratitude, explaining 68% and 11% of the variance, respectively. The subscales were strongly related to job satisfaction, affective commitment, affect, engagement and climate and unrelated to continuance commitment. Coworker Gratitude also predicted self-reported prosocial organizational behaviors above and beyond Organizational Gratitude.

How Do Spiritual Organizations Promote Meaningful Work for Assembly-Line Migrant Work (Poster - 198216)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Ashmos, D. P., & Duchon, D. (2000). Spirituality at work: A conceptualization and measure. *Journal of Management Inquiry*, 9(2), 134–145. Bailey, C., Madden, A., Alfes, K., Shantz, A., & Soane, E. (2017). The mismanaged soul: Existential labor and the erosion of meaningful work. *Human Resource Management Review*, 27(3), 416–430. Bailey, C., Yeoman, R., Madden, A., Thompson, M., & Kerridge, G. (2019). A Review of the Empirical Literature on Meaningful Work: Progress and Research Agenda. *Human Resource Development Review*, 18(1), 83–113. Chaston, J., & Lips-Wiersma, M. (2015). When spirituality meets hierarchy: Leader spirituality as a double-edged sword. *Journal of Management, Spirituality & Religion*, 12(2), 111–128. Chen, C.-Y., & Li, C.-I. (2013). Assessing the spiritual leadership effectiveness: The contribution of follower's self-concept and preliminary tests for moderation of culture and managerial position. *The Leadership Quarterly*, 24(1), 240–255. Ciulla, J. B. (2011). The working life: The promise and betrayal of modern work. Currency. Duchon, D., & Plowman, D. A. (2005). Nurturing the spirit at work: Impact on work unit performance. *The Leadership Quarterly*, 16(5), 807–833. Gioia, D. A., Corley, K. G., & Hamilton, A. L. (2013). Seeking Qualitative Rigor in Inductive Research: Notes on the Gioia Methodology. *Organizational Research Methods*, 16(1), 15–31. Glaser, B. G., & Strauss, A. L. (2010). *The discovery of grounded theory: Strategies for qualitative research* (5. paperback print). Aldine Transaction. Lips-Wiersma, M. (2002). Influence of spirituality on "meaning-making" on career career behavior behavior. *Journal of Management Development*, Vol. 21(No. 7), 497–520. Lips-Wiersma, M., & Morris, L. (2009). Discriminating Between 'Meaningful Work' and the 'Management of Meaning.' *Journal of Business Ethics*, 88(3), 491–511. May, D. R., Gilson, R. L., & Harter, L. M. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of Occupational and Organizational Psychology*, 77(1), 11–37.

Authors selected 2 nonreligious spiritual manufacturing organizations in China and collected 760,000 words of first-hand interview data and a large amount of second-hand data. They identify a set of organizational elements within the spiritual organization that drive assembly-line migrant workers to have positive and negative feelings. With the continuous influence of these elements, the meaning focus of assembly-line migrant workers has experienced expansion or contraction, which affects the sense of meaning they experience at different levels.

Evaluating the Ability of Large Language Models to Emulate Personality (Poster - 198246)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Wang, Y., Ones, D. S., Zhao, J., He, L., Xu, X. (2024). Evaluating the Ability of Large Language Models to Emulate Personality [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This research presents novel simulation studies assessing GPT-4's ability to role-play real-world individuals with diverse Big 5 personality profiles. In Simulation 1, emulated personality responses exhibited superior internal consistency and a much better defined factor structure compared to the human counterparts they were based on. These emulated scores also exhibited remarkably high convergent validity with the human self-reported personality scale scores. Simulation 2 demonstrated that the robustness of GPT-4's role-playing appears to wane as the complexity of the roles increases.

Exploring Demographic and Occupational Subgroup differences Within Agile Mindset (Poster - 198333)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Goyal, S. & Wendel, M. (2024). Exploring Demographic and Occupational Subgroup differences within Agile Mindset [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The agile mindset model aims to help organizations keep up with the volatile environment. Instead of assessing role-specific abilities, it proposes to measure learnability, agility, and curiosity to gauge future success. This study explores the subgroup differences in the current model. The findings indicate no adverse impact on age or gender groups. Furthermore, this model was used to identify differences in occupational subgroups. Results indicate no relationship between agile mindset and occupational seniority, dismissing the idea of only focusing on agile mindset in leadership positions.

Organizational Culture Change Within a STEM Education Context (Poster - 198366)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Edoga, E. I., Bergman, M. E., Srinivasa, A. R., Hipwell, M. C., Seets, D. C., Watson, K. L. & Aguilar, G. (2024). Organizational culture change within a STEM education context [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors reviewed our culture-change initiative, focused on teaching culture, within a Department of Mechanical Engineering, and further examined observational data gathered from teams of faculty members who were either exposed or unexposed to culture change activities. Findings indicate that treated teams were talking about different topics and engaged in different conversations around teaching when compared to the nontreated teams, which is reflective of culture change behaviors among those treated.

A Longitudinal Study on the Stability and Change of Entrepreneurial Tendencies (Poster - 198389)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Qi, Z. & Ahmetoglu, G. (2024). A Longitudinal Study on the Stability and Change of Entrepreneurial Tendencies [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the rank-order stability of narrow entrepreneurial tendencies with 2-waves of data collection over 14 months. An empirical study was conducted on a sample of working individuals recruited online. Criterion-related outputs were measured to examine the instrument's long-term predictive validity and incremental validity against the Big 5 dimensions. Findings indicated a positive relation $r = .77$ of test-retest correlations. It was also found that the narrow entrepreneurial tendencies incrementally predicted criterion variables over and beyond the Big 5 dimensions.

Test-Taker Reactions to Dark and Bright Personalities in Likert and MFC Formats (Poster - 198409)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Cheng, V., Fyffe, S., & Lee, P. (2024). Sunshine and Shadows: Unveiling Test-Taker Reactions to Dark and Bright Personalities in Likert and MFC Formats [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Previous test-taker reaction research found evidence exclusively on bright personality assessments and Likert scales, but there is no guarantee this evidence can be generalized to other dark personality constructs or multidimensional forced-choice (MFC) formats. This study explores the dynamics between personality constructs (i.e., bright and dark) and test formats (i.e., Likert and MFC) on 3 test-taker reactions (i.e., intentions to recommend, perceived respectfulness, and perceived validity). Results found mixed test-taker reactional evidence.

The Interaction of Feedback Sign, Narcissism, and Emotional Suppression (Poster - 198512)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Yu, X., & O'Brien, K. E. (2024). The Interaction of Feedback Signs, Narcissism, and Emotional Suppression [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Feedback, intended to guide employee behavior and performance, has shown inconsistent effects, and even leads to worse performance in 38% of cases. For example, positive feedback is sometimes seen as manipulative, or permission to use less effort. Authors proposed traits associated with self-regulation (i.e., hypersensitivity to criticism and emotional regulation, operationalized as narcissism and emotional suppression) influence how people react to negative feedback, perhaps leading to adaptive responses. This was supported by a 3-way interaction in a lab study with 286 participants.

Development of a Multidimensional Forced-Choice Situational Judgment Test of Personal (Poster - 198533)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Loy, R. W., K. Klein, N. Schellenberg, & N. D. Christiansen (2024). Development of a Multidimensional Forced-Choice Situational Judgment Test of Personality [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A multidimensional forced-choice SJT was developed to measure 8 personality traits. All 8 scales were significantly related to their hypothesized personality scales. Uncorrected convergent validity estimates were in the range of .28 – .61, with an average convergent validity estimate of .40. Corrected validity coefficients were in the range of .32 to .86, with an average of .45. Convergent validity estimates were higher than the discriminant validity estimate for each scale. Current findings present support for the construct validity of a forced-choice SJT to measure personality.

Third-Party Reactions to Performance Feedback (Poster - 198540)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Jalil, D. M., Olenick, J., Katz, I. M., & Bennett, A. A. (2024). Third party reactions to performance feedback. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although the provision of feedback has traditionally been treated as a dyadic event, authors argue for the existence of a neglected third party. Results from a 2x2 between-subjects experiment indicates that third parties experienced negative affect and decreased feedback seeking intentions after witnessing an unjust feedback event, which was strengthened in the self and task-referenced feedback cue conditions. Comparatively, third parties only experienced positive affect and increased feedback seeking intentions after witnessing a just feedback event if feedback cues were task referenced.

Work Besties: A Conceptual Review of Work Friends and Best Friends at Work (Poster - 198573)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Lamb, N. Z., Friedrich, J. C., Veres, M., Diaz, M. A., Watson, K., & Thomas, C. L. (2024). Work-besties: A conceptual review of work friends and best friends at work. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

This conceptual review provides background on work friendships in the empirical literature and proposes the potential for another level of friendship, work best friends. The purpose of this review is to bridge the science–practice gap regarding work best friends (e.g., empirical literature vs. popular press articles). This proposal provides an overview of social support, workplace friendships, and workplace best friends using an ecological systems framework for relationships at work. Additionally, it provides directions for future research on the construct of best friends at work.

Revised Trait-Level, Adaptability, and Traitedness Model (Poster - 198600)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Bryant-Lees, K. B., LaHuis, D. M., Schottle, K., Blackmore, C.E., Ammons, G., Bell, C, Merkel, J. & Applegate, K. (2024). Revised Trait-level, Adaptability, and Traitedness Model. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study used item response trees and a revised funnel format scale to measure individuals' trait levels, adaptability, and traitedness. The results suggested improved measurement for traitedness. Several interactions between trait levels and adaptability on employability were found.

The Relationship Between Personality Aspects and Humor Styles (Poster - 198604)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Prewett, M.S., Sizemore, S., & O'Brien, K. O. (2024). The relationship between personality aspects and humor styles. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study examined the relationships between humor and personality aspects, and their contribution to contextual and adaptive performance. Results indicated that positive humor was positively correlated with enthusiasm, assertiveness, compassion, intellect, and aesthetic openness. Negative humor was negatively related to politeness, industriousness, achievement striving, and positively related to volatility and withdrawal. Both humor styles predicted contextual performance beyond personality, but only positive humor predicted adaptive performance beyond personality.

Core Self-Evaluations and Net Worth: Examining Mediating and Moderating Factors (Poster - 198649)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Rosopa, P. J., McIntyre, A. L., D'Souza, K. N., & Fairbanks, I. N. (2024). Core self-evaluations and net worth: Examining mediating and moderating factors. Society for Industrial and Organizational Psychology, Chicago, IL, United States.

Based on a large national sample (N = 3,364), core self-evaluations was positively associated with net worth, measured decades later, and core self-evaluations had an indirect effect on net worth through job complexity. In addition, the positive association between job complexity and net worth became stronger as cognitive ability increased.

Beyond Self-Interest: Exploring Narcissistic Traits and Risk Taking for Others (Poster - 198765)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Cowley, T., Zhang, D. C., (April 2024). Beyond Self-Interest: Exploring Narcissistic Traits and Risk-Taking for Others. Poster presented at the Society for Industrial and Organizational Psychology: Chicago, IL.

Two studies examined how narcissism influences risk taking on behalf of others. Authors hypothesized that narcissists take more risks for others due to their lack of empathy and perspective taking. Thus, when making decisions for others, narcissists would be more likely to prioritize their own preferences over the decision recipient's. Results showed that narcissism is positively related to risk taking for anonymous individuals.

Advancing Safety in Turbulent Times: Development of a Pandemic Safety Climate Scale (Poster - 198799)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Lytle, B., Huang, Y.-H., He, Y., Lee, J., & Courtney, T. K. (2024). Advancing safety in turbulent times: Development of a pandemic safety climate scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study introduces Pandemic safety climate (SC), employees' perceptions of an organization's policies, procedures, and practices aiming to deal with COVID-19 or any similar pandemic incident. Using both prospective and cross-sectional data sets, authors developed and validated a measure of Pandemic SC, which consisted of 2 scales (i.e., Organization and Group Pandemic SC). Construct validity and criterion-related validity were supported. Theoretical and practical implications of the newly developed Pandemic SC scales are discussed.

Development and Validation of a New Precrastination Scale (Poster - 198824)

10:00 AM – 10:50 AM

POSTER SESSIONS

Authors: Huang, L & Schmidt, A (2024). Development and Validation of a New Precrastination Scale [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The recently introduced concept of "precrastination" has piqued scholarly interest, but research on its relevance in the workplace has been scarce. To facilitate further study of this new construct into the I-O literature, authors developed and validated a new measure of precrastination, which distinguished passive and active forms of the construct. Harnessing these measures, authors explored the dynamics between these 2 forms of precrastination, their links to both active and passive procrastination, and the implications for work-related outcomes.

Cheating Detection in High-Stakes Assessments: Academic and Vendor Perspectives (Panel Discussion - 198023)

10:00 AM – 10:50 AM | Location: Swissotel Vevey 1/2

Authors: Shaban, T. (Chair), Cornell, T. (Panelist), Dunlop, P. (Panelist), Guenole, N. (Panelist), Jayatilleke, B. (Panelist), & Ones, D. S. (Panelist). (2024). Cheating Detection in High-Stakes Assessments: Vendor and Academic Perspectives. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Panelists will discuss the impact of generative artificial intelligence (AI) tools on cheating in high-stakes assessments. These tools enable candidates to create seemingly authentic content, challenging the integrity of the assessment process. The history of detecting cheating in online assessments showcases a continuous effort to ensure fair assessment environments, adapt to new challenges, and maintain the credibility of online assessments. The panel aims to provide a comprehensive examination of the evolving landscape, drawing from academic and practitioner perspectives.

Ethics Matters in AI Consultation and Product Development (Ignite - 197111)

10:00 AM – 10:50 AM | Location: Swissotel Vevey 3/4

Authors: Connell, J. B. (Co-Chair), Lowman, R. L. (Co-Chair), Norton, L., Ringelband, O., & Limon, A. (2024, 10-1050am, Swissotel, Vevey 3/4). Ethics matters in AI consultation and product development [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

I-O psychologists are increasingly involved with artificial intelligence (AI)—using it in their daily work, advising their clients about it, and considering what is, and is not, ethical. In this intermediate level IGNITE! session, 3 psychologists, a cognitive scientist, and a technologist will discuss some of their greatest ethical concerns, each giving a real-world example from their consulting experience concerning ethical use of AI in selection, coaching and development, organizational strategy, and product development.

Rodney Lowman's Presentation - *Consultants' Ethical Responsibilities in AI Applications*

Making DEIB More Sustainable: An IGNITE + Table Discussion Session (Alternative Presentation - 197588)

10:00 AM – 10:50 AM | Location: Swissotel Zurich AB

Authors: Cadiz, D. M. (Chair), Burlacu, G. (Presenter), Hunt, S. T. (Presenter), O'Leary, A. (Presenter), & Romain, R. (Presenter). (2024). Making DEIB More Sustainable: A Panel + Table Discussion Session [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Diversity, equity, inclusion, and belonging (DEIB) programs, policies, and practices are facing a rising tide of resistance and backlash across contexts from society to the workplace. Four experts present their perspectives from their experiences in the DEIB field ranging from research to developing and executing DEIB programs to focus the conversation of how to make DEIB more sustainable and less reactionary. After 4 IGNITE-style presentations, the format shifts to interactive facilitated group/table discussions and concludes with reporting back of insights based on the discussions.

Change My Mind: A Dynamic Debate on Dominant Paradigms in I-O Psychology (Alternative Presentation - 198394)

10:00 AM – 10:50 AM | Location: Swissotel Zurich C

Authors: Hines, S. (Chair), Carter, N., (Panelist), Crede, M. (Panelist), Naber, A. M. (Panelist), Ouslis, N. (Panelist), & Sheets, T. (Panelist). (2024). Change My Mind: A Dynamic Debate on Dominant Paradigms in I-O Psychology [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Five panelists from academia and practice challenge prevailing I-O psychology perspectives. This interactive session invites audience response, aiming to spur debate by critically examining dominant viewpoints. Join the debate to reshape I-O's future trajectory!

From Insights to Impact: Harnessing SIOP's 2022 Practitioner Needs Survey (Alternative Presentation - 198116)

10:00 AM – 10:50 AM | Location: Swissotel Zurich D

Authors: Sendra, C., Thomas, S. (Co-Chair), Chackoria, J. C. (Co-Chair), DuVernet, A. (Co-Chair), & Shepherd, W. J. (Co-Chair). (2024). From Insights to Impact: Harnessing the 2022 Practitioner Needs Survey [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Sixty-four percent of all SIOP members are practitioners. In this session, submitted on behalf of SIOP's Professional Practice Committee, the focus will be on these members' needs by reviewing results from the 2022 practitioner needs survey followed by a roundtable discussion of ideas for improving SIOP's support of practitioners. An update on professional practice portfolio activities is provided. This interactive session will result in action items sourced from attendees to further SIOP's support of I-O practitioners.

When Worlds Collide: Age, Technology, and the Future of Work (IGNITE + Panel) (Alternative Presentation - 196981)

10:00 AM – 10:50 AM | Location: Swissotel Zurich EF

Authors: Petery, G. A. (Chair). (2024). When worlds collide: Age, technology, and the future of work (IGNITE + Panel) [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. White, J. (2024). Aging and the Future of Organizational Entry. Beier, M. (2024). Reskilling an Age-Diverse Workforce for the Future of Work. Vietas, J. (2024). Technology in the Workplace: Risks and Opportunities for Worker Well-being. Crandell, H. (2024). Promise and Perils: Impacts of Technology Implementation for Older Adults in the Hospitality Industry.

Of the many forces shaping the future of work, 2 co-occurring megatrends—population aging and rapid advances in technology—stand out due to their joint implications for organizational scholars and practitioners, as well as for employers and workers themselves. This IGNITE + Panel hybrid session brings together 4 scholars' perspectives on how age and technology are impacting different and important aspects of work that have implications for future work. Short presentations will be followed by a lively and engaging facilitated discussion.

COI: I-O as a Contributor to an Environmentally Sustainable Future (Community of Interest - 199571)

10:00 AM – 10:50 AM | Location: Swissotel Zurich G

Authors: Amel, E. (Co-Facilitator), Stuhlmacher, A. F. (Co-Facilitator), Brown, S. G. & Williams, M. (2024). I-O as a Contributor to an Environmentally Sustainable Future [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Sustainable behavior shifts will progress farther, faster, by addressing individual and group influences on organizations, and organizations' influence on their members. During this session, colleagues will meet others who address sustainability in their work (or aspire to) and build collaborations and plans for action. Attendees will break out first by I-O themes such as leadership, training, selection, and culture to identify opportunities, then a second time by context (teaching, research, applied) to develop action plans, and culminate with action plan report outs.

Coffee Break

11:00 AM – 11:30 AM | Location: Hyatt Grand Ballroom Foyer & Swissotel Foyers

BREAKFAST/COFFEE/LUNCH BREAKS

The Effect of Identity Centrality on LGBTQ+ Employees' Workplace Experiences (Symposium - 198495)

11:30 AM – 12:20 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Salter, N. P. (Co-Chair), Sasso, T. (Co-Chair), and Matos, K. (Discussant) (2024). The Effect of Identity Centrality on LGBTQ+ Employees' Workplace Experiences [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Sasso, T. (2024). What's in a Name? Queer Identity Centrality and Distance in the Workplace. Salter, N. P., Rodriguez, W. A., Morrissey, J., Henry, C., Polavarapu, A., & Morrison, R. (2024). Personality and Leader Effectiveness: Moderating Effects of Identity Centrality. Dalglish, M. F., Hernandez, T. R., & Payne, S. C. (2024). The Influence of Outness on Workplace Outcomes: Does Gender Centrality Matter?

Research finds that identifying as LGBTQ+ often has an impact on the people's experiences at work. However, the extent to which being LGBTQ+ affects one's job may depend on how central their identity is to them, and this factor is less examined in research. Therefore, the goal of this symposium is to examine different facets of identity centrality (including sexual orientation identity centrality, gender identity centrality, and leader identity centrality) among LGBTQ+ employees to better understand the moderating effect it can have on workplace experiences.

New Directions in Research on Recruitment and Job Search (Symposium - 198174)

11:30 AM – 12:20 PM | Location: Hyatt Ballroom B

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Slaughter, J. E. (Co-Chair) & Zhang, Z. X. (Co-Chair). (2024). New Directions in Research on Recruitment and Job Search

[Symposium]. Society for Industry and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recruitment is critically important to today's organizations as they struggle to fill positions, and a holistic understanding of how organizations can best attract talent necessitates the inclusion of job seekers' perspectives. This symposium explores a broad spectrum of recruitment and job search topics, including job search and anti-immigrant attitudes, political discourse during recruitment, previous experiences and job search setbacks, the long-term effects of job search strategies, and inclusion climates and candidate experiences.

Too Many Constructs in the Kitchen? The Future of Measurement in Mistreatment Research (Panel Discussion - 198526)

11:30 AM – 12:20 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Carver, S. J., Cortina, L. M., Herscovits, M. S., Magley, V. J., & Nixon, A. E. (2024). Too many constructs in the kitchen? The future of measurement in mistreatment research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The workplace mistreatment literature has been widely criticized for its definitional and measurement overlap among various mistreatment constructs. In this session, 4 widely recognized researchers in the area come together to discuss a path forward for mistreatment research.

The Future of Workforce Development: Watch Out or Get on Board? (Panel Discussion - 198352)

11:30 AM – 12:20 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Dulac, G. R. (Chair), Gorbato, S., Lin, L., Robinson, W., & Sandell, K. J. (2024). The future of workforce development: watch out or get on board? [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Workforce development refers to the ability for organizations to grow individuals within their jobs. Within the last decade, technology and data has disrupted where, how, and why these development interventions can be deployed to increase employee performance. However, new disruptions bring about new risks. Four learning and development experts will discuss how changing tools and new enabling technologies such as generative AI are impacting development interventions. Best practices and pitfalls will be discussed on how to use these to drive the most value within organizations.

Exploring the Clouded Intersection of Leadership and Followership (Symposium - 198386)

11:30 AM – 12:20 PM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Traylor, A. (Chair), Christenson, K. (Co-Chair), Johnson, M. (Co-Chair), & Zaccaro, S. (Discussant) (2024). Exploring the Murky Intersection of Leadership and Followership [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Baird, N., Woodley, H. J. R., & Benson, A. J. (2024) Want to lead? Be willing to follow: Exploring leadership and followership motives as pathways to leader emergence in teams. Johnson, M., Goodier, C., Traylor, A., Christenson, K., Wolf, A., Shuffler, M., Carter, D., & Thayer, A. (2024). When following becomes leading: The impact of effective followership on perceptions of leader emergence. Harris-Watson, A., Carter, D., Trainer, H., & Carter, N. (2024) Preferences for different leadership styles: The impact of follower personality.

Literature on leadership can often fail to capture the nuanced and dynamic interplay between followers and leaders in team settings. This symposium aims to present a refined and digestible view of the complexities of leadership and followership in contemporary work teams, specifically exploring the dynamic nature of both roles as well as how blurred the boundaries between leader and follower can become.

CANCELLED: Building a Q&A Bot for Dummies: A Step-by-Step Tutorial and Use Cases (Master Tutorial - 198007)

11:30 AM – 12:20 PM | Location: Hyatt Grand Hall H

Authors: Cannata, D. C., Huang, Y. (2024). Building a Q&A bot for dummies: a step-by-step tutorial and use cases [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, Illinois, United States.

In this tutorial, authors introduce automatic information retrieval Q&A systems (IRQAS) tailored for I-O psychology, leveraging large language models (LLMs) like GPT-4. Authors spotlight CESAIR, a system optimized for answering users' questions, basing answers on a library of documents defined by the owner. Practical guidance on how to use CESAIR effectively in I-O-relevant settings is provided. Designed for I-O practitioners and academics with no LLMs and limited coding expertise, the tutorial will help participants to comprehend, evaluate, and utilize IRQAS.

Maximizing Mentorship: Successfully Mentoring Students for Academic Careers (Alternative Presentation - 197608)

11:30 AM – 12:20 PM | Location: Hyatt Grand Hall I

Authors: Gonzalez, M. F. (Co-Chair), Wu, I.-H. (Co-Chair), Arena, D. F., Burke, V., Grandey, A. A., Jones, K. P., Ones, D. S., Wayne, S. J., Wilmut, M. P., & Xu, H. (2024). Maximizing Mentorship: Successfully Mentoring Students for Academic Careers [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Mentorship is a lynchpin of I-O psychology graduate training. Yet, the skills to navigate these mentoring relationships are often developed informally and idiosyncratically. This session provides a conversation around how faculty and graduate students can build strong mentoring relationships, and how these relationships can best prepare students for academic careers. Authors convene several pairs of I-O and business school faculty and their former students who have successfully begun academic careers, who will share their insights across a panel discussion and roundtable conversations.

Leveraging AI in HR and CX: Creating Enhanced Employee and Customer Experiences (Debate - 197959)

11:30 AM – 12:20 PM | Location: Hyatt Grand Hall J

Authors: Sassaman, L. (Moderator), Barnett, G. (Presenter), Schwendeman, M. (Presenter), Mobbs, T. (Presenter), & Patel, L. (Presenter), Bidwell, L. (Presenter) (2024). Leveraging AI in HR and CX: Creating Enhanced Employee and Customer Experiences [Debate]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Advancements in artificial intelligence (AI) related to human resources (HR) and customer experience (CX) have given organizations the opportunity to enhance both employee and customer experiences. For practitioners who have made the decision to leverage AI, the next step is answering, where does using AI in HR and CX prove most effective? This debate considers AI's optimal deployment in HR and CX by examining aiding frontline recruitment processes and customer interactions contrasted with streamlining internal workflows and bolstering proactive customer strategies.

Diverse Minds, Inclusive Measures: Considerations for Neurodivergent Success (Alternative Presentation - 197996)

11:30 AM – 12:20 PM | Location: Hyatt Grand Hall K

Authors: Camden, L., Ugalde, D., Willis, C., Ritterbush, E., & Specht, M. (Chair). (2024). Diverse Minds, Inclusive Measures: Considerations for Neurodivergent Success [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In the pursuit of equitable and inclusive employment practices, this session will showcase the work of research practitioners who are committed to dismantling barriers and promoting fairness in the hiring process for neurodivergent talent. Each speaker will delve into their latest research findings and address the unique challenges and opportunities experienced by neurodiverse individuals. These research practitioners, drawing from their diverse backgrounds and experiences, will offer practical solutions and innovative approaches to assess neurodiverse talent effectively.

Explainable Artificial Intelligence: Applications for I-O (Panel Discussion - 197106)

11:30 AM – 12:20 PM | Location: Hyatt Grand Hall L

Authors: Liff, J., Gardner, C., Beazley, C., Foster, G., Langer, M., & Preddy, K. (2024). Explainable Artificial Intelligence: Applications for IO [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Artificial intelligence (AI) is increasingly used in industrial-organizational psychology but is commonly critiqued as being a “black box” technique, needing increased explainability and transparency. In I-O-based conversations, however, explainability and transparency are often ill defined. The proposed session will bring together a multidisciplinary panel of academics and practitioners focused on providing a more precise conceptualization of explainable AI, describing the current state of research in this area, and discussing current challenges and future opportunities.

Research Incubator: Unobtrusive Measure Development in Teams (Alternative Presentation - 198739)

11:30 AM – 12:20 PM | Location: Hyatt Grand Hall MN

Authors: Orvis, K. (Chair). (2024). Research incubator: Unobtrusive Measure Development [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Bessey, A., McCormack R., Shuffler, M., Carter, D., Thayer, A., Salas, E. (2024). Measure Development and the RADSM Process: Examining Team Coordination and Performance. Klinefelter, K., Fouse, A., Weiss, E., Cooke, N. (2024). Development of Unobtrusive Measures of Human-Agent Team Collaboration and Performance in Synthetic Testbed Environments. Addis, A., Carmody, K., Thayer, A., Sharma, V., Nguyen, D., Akib, M., Wildman, J., Carroll, M. (2024). Trust in Heterogeneous Human-Agent Teams: Applying Multilevel and Unobtrusive Approaches.

Unobtrusive measures provide novel and more objective approaches to understanding team constructs previously developed using subjective assessments. However, many aspects of unobtrusive measure development are difficult. In response to this need, the following session presents 3 research efforts that develop and deploy unobtrusive measures within teams and human-agent teams. As part of this session, attendees will have the opportunity to form small discussion groups to develop an unobtrusive measure utilizing an established systematic process.

(Re)Modeling Intelligence and Its Assessment for the Modern Workplace (Symposium - 198107)

11:30 AM – 12:20 PM | Location: Swissotel Montreux 1

Authors: Kato, A. E. (Co-Chair) & Kell, H. J. (Co-Chair) (2024). (Re)Modeling intelligence and its assessment for the modern workplace [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Alenick, P. R., & Goldstein, H. (2024). Intelligence testing in the new (langu)age: Effects of item-type and assessment medium features on fluid intelligence test linguistic group score differences. Bipp, T., Wee, S., & Hansal, L. (2024). How well can we measure cognitive ability using game-related assessment? A (preliminary) meta-analysis. Larson, E., Kato, A. E., Goldstein, B., & Scherbaum, C. (2024). A meta-analysis of information processing measures, performance, and group score differences.

Recent work suggests that g is not the “end all, be all” for predicting job performance, as many I-O psychologists have considered it to be. These results indicate a revitalized, more expansive approach to the study of intelligence in the workplace is needed, one that does not reject past work but builds on it. This symposium highlights 3 papers that demonstrate the promise of doing so, tackling topics ranging from novel assessment techniques (games, mobile devices) to understudied aspects of intelligence (information processing) to fairness when measuring culturally diverse groups.

Poster Sessions: Innovation, International, HR, & Judgment

11:30 AM – 12:20 PM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

Volunteering for Dissimilar Beneficiary Helps Work Creativity of Big-Picture Thinkers (Poster - 197001)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Chong, S., Wu, T., Lim, D. X., Chia, A. C. L., & Adarsh, R. (2024). Volunteering for dissimilar beneficiary helps work creativity of big-picture thinkers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Volunteering for beneficiaries dissimilar to the self during off-work hours exposes employees to diversity. Authors argue that this is beneficial for evoking a state of cognitive flexibility and promoting creative work behaviors for employees with higher but not lower trait construal level because those with lower construal level are detail oriented and may get preoccupied by the dissimilarities, whereas those with higher construal level are big-picture thinkers who can skillfully integrate inconsistencies. Findings from lagged-wave field data collected from 258 full-time employees are shown.

Role of High Investment Human Resource System on Vertical Pay Dispersion and Turnover (Poster - 197426)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Liu, J., Huang, X., Dong, J., Xiao, J., Bamberger, P. A., Lyu, J. (2024). Role of High Investment Human Resource System on Vertical Pay Dispersion and Turnover [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

To address the inconsistent results between vertical pay dispersion and employee turnover, authors integrate equity theory and tournament theory to propose that vertical pay dispersion increases turnover in organizations because it generates inequity, yet its effect is weaker for senior managers than lower level managers and employees. Firms adopt both high vertical pay disparity and high investment human resource systems tend to generate cognitive dissonance, strengthening the positive effects of vertical pay dispersion on turnover. Results based on 302 firms have supported our propositions.

Exploring Post-COVID Remote Work: A Person-Centric and Phenomenological Approach (Poster - 197477)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Lor, K., Farquhar, T., Soda, L., Milosevic, M., Converse, D. P. (2024). Exploring post-COVID remote work: A person-centric and phenomenological approach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The shift to remote work following the 2019 coronavirus pandemic (COVID-19) uniquely calls for a person-centric approach to understanding remote work in the post-COVID era. This study takes a work design perspective and uses interpretive phenomenological analysis to explore the lived experiences of 9 US remote workers. Authors identified remote work characteristics (job autonomy, task variety, interdependence, social support) and challenges (communication/collaboration, distractions/interruptions, workload), and individual strategies (planning/prioritization and modifying the environment).

What Makes an Idea Risky? Perceptions of idea Novelty, Usefulness, and Risk (Poster - 197559)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Childers, M., Freier, L. M., & Keith, M. G. (2024, April). What makes an idea risky? Perceptions of idea novelty, usefulness, and risk. Poster presented at the 39th annual meeting of the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Creativity researchers suggest that creative ideas are rejected because they are perceived as riskier due to novelty. Authors provide an empirical test of this assumption in 2 studies. They find that usefulness, not novelty, has the strongest relation with risk perceptions. Additionally, usefulness has the strongest relation with willingness to invest and buy a product. The findings of this study suggest that the bias against creativity may be driven by the perceived usefulness—ideas with lower usefulness are perceived to be riskier.

Developing STEM Career Interest: A Focus on Student Creativity (Poster - 197681)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: McLemore, P. B., Nandi, S., Martin-Raugh, M. P., Kenworthy, J. B., & Watts, L. L. (2024). Developing STEM Career Interest: A Focus on Student Creativity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study assessed the influence of student creativity indicators on STEM attraction in college students, controlling for traditional motivators like STEM self-efficacy and outcome expectations. Using hierarchical regression on 236 responses, creative indicators, especially in math and science, emerged as significant predictors in STEM interest. Notably, a growth mindset negatively correlated with STEM interest. Despite limitations, the findings advocate for the inclusion of creativity in STEM education, suggesting avenues for innovative pedagogies and future inquiries.

Individual Skill Flexibility and Turnover: Empirical Evidence From Hotel Employees (Poster - 197694)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Kim, H., Yoon, J., Ryu, S. W., & Nicolau, J. L. (2024). Individual Skill Flexibility and Turnover: Empirical Evidence from Hotel Employees [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Analyzing data collected from 10,000 hotel employees' LinkedIn profiles, this study examines the relationship between employee skill flexibility and actual turnover. In order to operationalize the skill flexibility, the unsupervised machine learning method (LDA) is leveraged based on the human capital analytics framework.

Proposing and Examining a New Framework of Job Crafting (Poster - 197738)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Wang, Z. & Huang, J. L. (2024). Proposing and examining a new framework of job crafting [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Existing job crafting frameworks and research understand job crafting primarily from the standpoint of the job but overlook the fact that some crafting behaviors directly change the individual crafter instead of the job. Not attending to this possibility would lead to an insufficient understanding. Authors intend to bridge this gap of knowledge with a new framework of self-oriented crafting and job-oriented crafting that distinguishes different targets of job crafting. With 2 studies, they developed a new measurement scale based on prior research and examined the validity of the scale.

Improving Advisor Systems: Algorithms That Explain Themselves (Poster - 197795)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Kuncel, N. R., & Neumann, M. (2024). Improving Advisor Systems: Algorithms that Explain Themselves Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Algorithm based advisor systems that are used for hiring present ratings but do not explain their reasoning. In this experiment (N = 1,200) algorithms that explained their rating for each applicant using scripted conversational sentences improved decision-maker consistency and increased trust and use intentions compared to traditional algorithmic advice.

Employee Performance Influences How Managers Judge Coworker Mistreatment Claims (Poster - 197848)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Barron, A. H., Bobocel, D. R., (2024). Employee performance influences how managers judge coworker mistreatment claims [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research shows that employees' past performance can bias managers' ratings of employees' current performance. In 2 studies, authors examine whether performance information infiltrates other manager judgments, namely, the credibility of a mistreatment claim. Results show that managers judged claims as less credible when the alleged perpetrator was a high (vs. low) performer, and the opposite was true for claimant performance. Also found was a joint effect such that perpetrator performance had a stronger effect than claimant performance on credibility ratings.

Measuring Constructs With O*Net: Beyond the Content Model (Poster - 197873)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Williamson, G., Campion, E. D., & Bremer, J. (2024). Measuring Constructs with O*Net: Beyond the Content Model [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The Occupational Information Network (O*Net) plays a central role in work research. O*Net captures some constructs directly via its content model, but scholars often use O*Net to operationalize constructs (e.g., autonomy, routinization, etc.) that are not directly measured. A review of 66 studies reveals divergent approaches to measuring these constructs, and many measures evince issues with content validity. This review contributes a summary of the most content-valid measures for work design constructs in O*Net to date and guidance for building construct measures from O*Net.

The Icelandic Vocational Efficacy Scales (IVES): Scale Development and Validation (Poster - 197937)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Greco A. J., & Einarsdóttir, S. (2024). The Icelandic Vocational Efficacy Scales (IVES): Scale development and validation [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The following study proposes the IVES, an Icelandic vocational self-efficacy measure encompassing each of Holland's (1959, 1997) vocational interest types. Initial item development, scale development, and resulting reliability and construct validity are discussed in detail, supporting the measure's intended use in future research and applied settings.

Benefits, Industry, Voluntary and Involuntary Turnover: With Cross-Cultural Effects (Poster - 198067)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Posthuma, R. A., Allen, D. G., González-Brambila, C. N., F. M. & Nusrat, M. (2024). Benefits, Industry, Voluntary and Involuntary Turnover: with Cross-Cultural Effects [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Data from 379 multinational enterprises (22 different countries), and 570 domestic Mexico organizations showed that discretionary economic benefits reduced voluntary and involuntary turnover. Discretionary economic benefits were more effective in retail/hospitality. The parent-country-culture (PCC) of firms moderated the influence of discretionary economic benefits on reducing involuntary turnover. When PCC was low on future orientation or low on In-group collectivism, then the positive impact of discretionary economic benefits on reducing involuntary employee turnover was enhanced.

The Influence of Gender Bias on Evaluation of Creative Ideas (Poster - 198082)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Tran, E. H., Andrew, C., Nandi, S., Lindhart, R., Watts, L. L. (2024). The Influence of Gender Bias on Evaluation of Creative Ideas [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Role incongruity theory suggests that a perception of discrepancy between the expected gender roles and gender stereotypes can lead to gender-specific outcomes. This study used idea gender sources and stereotype threat to examine how gender bias affects creative idea evaluation. Findings indicated that ideas generated by women received a greater number of critiques for both pros and cons than those by men. However, evaluations of idea novelty, usefulness, and creativity were not different between men and women. No interaction was found for idea source gender and gender stereotype threat.

When Incivility and a Crisis Collide: Nurses Ask, Where Are You HR? (Poster - 198105)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Bish, A. J. & Jorgensen, F. (2024). When incivility and a crisis collide: Nurses ask, where are you, HR? [Poster] Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors explore impacts of workplace incivility on nurses' health and well-being during the pandemic. This crisis within a crisis (e.g., increasing incivility in healthcare and a pandemic) provides a rich opportunity to explore the role of HRM, particularly in terms of crisis communication. Findings from semistructured longitudinal interviews (N = 34) reveal that during the crisis, HRM became very important to nurses, desperate for information, but also a major source of frustration when HR failed to deliver. Theoretical and practical contributions are discussed.

Stability and Plasticity Meta-Traits: Effects on Cultural Intelligence and Performance (Poster - 198139)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Ng, K. Y., Rockstuhl, T., Ang, S. (2024). Stability and plasticity meta-traits: Effects on cultural intelligence & performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This meta-analysis clarifies relationships among the Big 5, cultural intelligence (CQ), and an expanded criterion domain of job performance. Based on cybernetic Big 5 theory (CB5T), authors propose that CQ is a stronger mediator of the plasticity metatrait (extraversion and openness) than the stability metatrait (conscientiousness, agreeableness, and emotional stability) on job performance. Meta-analytic results (n = 24,552; k = 109) support the hypotheses and uncover intriguing suppressor effects of the plasticity metatrait. Theoretical and practical implications are discussed.

The Influence of Having Daughters on Real and Perceived Gender Egalitarianism (Poster - 198157)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Collins, A., Atir, S., & Tsay, C. (2024). The Influence of Having Daughters on Real and Perceived Gender Egalitarianism [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors examined the effect of a (fictitious) male decision maker invoking his relationship as a father of daughters while speaking on women's right to healthcare and observed a boost in perceived credentials when he invoked his daughters over when he did not. To investigate the authenticity of this tactic, authors compared the sexism of fathers of daughters versus sons and found that fathers of daughters are as sexist as fathers of sons. Findings highlight a misbelief about factors that shape views and expose a strategy of leveraging personal relationships with women for a perception boost.

A Grounded Theory Investigation of Coach Identity Among Managers who Coach (Poster - 198222)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Cannon, S.M., Lopez, A., & Marshall, K. (2024). A grounded theory investigation of coach identity among managers who coach [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This research investigates the lived experiences of managers who coach and their emergent concept of identity through the lens of manager as instrument. Author utilized a constructivist grounded theory approach to generate insights about: (a) when and how managers coach, (b) the identity of managers who coach, and (c) the process of coaching in the context of being a manager. This framework provides an opportunity for robust investigation of coach identity within an understudied population, managers who coach.

Toward a More Useful Utility Analysis: A Literature Review and Web App (Poster - 198330)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Martinez, E. & Castille, C.M. (2024). Toward a more useful utility analysis: A literature review and web app [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Scholars continue to discuss the merits and drawbacks of utility analysis (UA) as a tool for influencing management decisions. This paper introduces the UA+ web app, illustrates its usefulness with published use cases, and shares plans for testing the UA+ app in field settings.

"Silent Language" in Intercultural SJTs: Predictive Evidence From the Field (Poster - 198379)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Rockstuhl, T., Ng, K. Y., Ang, S. (2024). 'Silent Language' in intercultural SJTs: Predictive evidence from the field [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors test a "silent language" intercultural SJT with 4 situations (involving low- and high-context communication cues) with MNE employees ($k = 252$, $n = 63$). They assess differentiated situation judgments (low and high context) and response judgments (tension reduction and resolution strategy). Low-context situation judgments are (a) more accurate than high-context ones and (b) predict tension reduction, whereas high-context judgments predict resolution strategy. The 2 response judgments in turn predict supervisor-rated task performance and interpersonal effectiveness differentially.

Glass Half Full or Empty? Individual Differences in Adaptations to Gains or Losses (Poster - 198487)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Michaelis, T., Rau, D., Smith, N., Saef, R. (2024). Glass Half Full or Empty? Individual Differences in Adaptations to Gains or Losses [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Prospect theory (PT) has been widely applied to explain entrepreneurs' risk-taking decisions. However, research does not fully understand the process associated with the magnitude of reference point adaptation following gains or losses. This study addresses this gap and examines the influence of individual-level traits on the magnitude of reference point adaptation. Authors also hypothesize a moderating influence of self-esteem and locus of control on the magnitude of reference point adaptation following a loss or gain respectively. Support for the proposed theoretical model is found.

Developing a Measure of Leader Identity Integration (Poster - 198498)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Keith, M. K., Brummel, B. J., & Osborn, S. A. (2024). Developing a measure of leader identity integration [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authentic leadership has been linked to positive outcomes for leaders, followers, and organizations. Leader identity work is part of becoming an authentic leader and can be specifically useful for underrepresented leaders who likely struggle more with leader identity integration. Because no measure of identity integration exists, The Integration Staircase was developed. This study establishes construct validation for the measure and tests expectations concerning differences in measure outcomes when completed by underrepresented versus represented participants.

Multiracial Leadership: A Qualitative Exploration of Leadership Experiences (Poster - 198698)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Watterson, A.M., Rasmussen, S., & Simion, L. (2024). Multiracial Leadership: A Qualitative Exploration of Leadership Experiences. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Multiracial leaders are potentially transformative figures, equipped to navigate and lead increasingly diverse workforces. Through qualitative research, this study investigates the developmental experiences, commitments, values, and identity of 20 multiracial leaders. Findings illustrate that multiracial leaders attribute their competencies to their cross-cultural experiences. These insights serve as a resource for refining leadership training and development programs, offering perspectives to help all leaders with the cross-cultural competencies necessary in today's diverse workplace.

Reexamining Organizational Remote Work Support in a Post-COVID-19 World (Poster - 198750)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Rosemarino, N. M. (2024). Reexamining Organizational Remote Work Support in a Post-COVID-19 World [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

A study conducted in 2021 found that leadership support moderated the following indirect effect: organizational remote work support (ORWS)-engagement-turnover intention. This relationship was stronger for employees who had recently transitioned to remote work. To test the relevance of this model now that the pandemic has waned, this study attempted to replicate this model using a novel multidimensional conception of ORWS. Results presented a pattern of data in the exact opposite direct as what was observed during the pandemic.

Developmental Perspective of Creativity: Life Narratives of Eminent Scientists (Poster - 198787)

11:30 AM – 12:20 PM

POSTER SESSIONS

Authors: Stewart, J.W., Chappell, J., & Boira Lopez, A. (2024). Developmental Perspective of Creativity: Life Narratives of Eminent Scientists. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigates the developmental aspect of creativity by analyzing life narratives of eminent scientists. Further research is needed to understand the influence of early life narratives on creative achievement, defined as high-quality, original, and elegant problem solving. To begin closing this gap, this preliminary effort adopts a historiometric approach to explore frequencies of life event types within life narratives of eminent scientists. Additionally, themes within these events are examined to gain insights into patterns that contribute to creative development.

Crafting Your Career in I-O: Lessons Learned From Female Practitioners (Panel Discussion - 198639)

11:30 AM – 12:20 PM | Location: Swissotel Vevey 1/2

Authors: Cochran, C. C. & McKee, A. F. (Co-chairs), Deege, A., Dodge, K., Hezlett, S. A. (2024). Crafting Your Career in I-O: Lessons Learned from Women Practitioners [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Female practitioners will share their career stories to illuminate different paths in I-O. Following diverse trajectories, they have led in small to large consulting firms, served in research and client-facing roles, guided practice within companies, shifted their areas of specialization, worked in start-ups, and started their own businesses. Authors bring together a panel of women to highlight challenges faced due to ongoing gender disparities at work and expectations for home. However, this session should be helpful to anyone who wants to create a fulfilling I-O career.

Leaving the Ivory Tower: Exploring Academic-to-Practice Career Transitions (Panel Discussion - 197520)

11:30 AM – 12:20 PM | Location: Swissotel Vevey 3/4

Authors: Andel, S., Fecteau, J., Mackay, M., Moye, N., & O'Shea, G. (2024). Leaving the ivory tower: Exploring academic-to-practice career transitions. Panel discussion held at the 39th Annual Society for Industrial and Organizational Psychology Conference, Chicago, IL.

During this session, I-O psychologists who have transitioned from academic to practice settings share their insights and lessons learned. Specific areas of focus include how they prepared for the change, the challenges and surprises they experienced, what they wish they knew before making the transition, and their views regarding which skills transferred and which required additional development. More generally, the session aims to increase understanding and collaboration across academic and practice settings by learning from those who have experienced both worlds.

The Future of Ethics in I-O Psychology (Master Tutorial - 197726)

11:30 AM – 12:20 PM | Location: Swissotel Zurich AB

Authors: Lowman, R.L. (2024, April 1130am -1220pm, Swissotel, Zurich AB). The Future of Ethics in I-O Psychology [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

The APA/SIOP Ethics Code is in the process of major revision intended to be transformational and to address emerging issues, for example, psychological practice in organizations, technology, and social justice. The Master Tutorial will discuss the aims of the revision process, increasing complexity in psychological knowledge and applications, and increased societal demands on the professions. Ethical principles, standards, and guidelines are differentiated along with ways to have input into drafts of the revised EC and the process that will be used for its approval consideration by the APA.

Back to the Basics: Designing, Creating and Evolving Assessments for Scale (Panel Discussion - 198637)

11:30 AM – 12:20 PM | Location: Swissotel Zurich C

Authors: Aufenanger, S.J., Collins, M., Lee, G.L., Ramdial, K., & Settler, K. (2024). Back to the basics: Designing, creating and evolving assessments for scale [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will present experiences and practical advice to internal or external consultants that work in selection and assessments. Panelists will discuss the various complexities of implementing large-scale, global assessments, sharing experiences, considerations, and best practices. Topics will include challenges of large-scale selection techniques across diverse populations, the evolving assessment landscape, efforts to make assessments more engaging for applicants, and how to help stakeholders understand the value of assessments.

More Than Quantity and Quality: New Directions in Employee Sleep Research (Symposium - 197547)

11:30 AM – 12:20 PM | Location: Swissotel Zurich D

Authors: Smith, C.E. (Chair) (2024). More than quantity and quality: New directions in employee sleep research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Schoffel, M.K., Smith, C.E., Waiwood, A.M., Allen, T.D., Hughes Miller, M., French, K.A., Kim, E., & Centeno, G. (2024). Early to bed, early to rise...? Sleep/wake timing profiles and work-family balance. Weigelt, O., Glogger, A., Grier, P., Janzen, R., & Schmitt, A. (2024). Warming up the engine – Do activities before work ease sleep inertia? Leslie, J.J., Crain, T.L., Brossait, R.M., Hammer, L.B., Mohr, C.D., & Bodner, T.E. (2024). Sleeping to support? The interactive effects of leader sleep duration and quality on support behaviors. Henderson, A.A., Barber, L.K., & Hu, X.J. (2024). Paradoxical Effects of Sleep Quality on Proactive Behavior at Work.

Sleep is critical for maintaining worker health and productivity, but healthy sleep is a challenge for modern workers. Authors present 4 empirical papers that highlight new targets when promoting employee sleep health (i.e., sleep timing, inertia, quality/quantity profiles). This symposium not only assesses new sleep dimensions and profiles but also applies cutting-edge methodology (e.g., actigraphy, energy trajectories) and delves into unintended consequences of "healthy" sleep to provide updated understanding of best practices in employee sleep research and real-world improvements to sleep.

The Future of Corporate DEI Strategies and Programs in the Evolving DEI Landscape (Panel Discussion - 198136)

11:30 AM – 12:20 PM | Location: Swissotel Zurich EF

Authors: Yen, L. L. (Chair), David, J., Goldstein, H., Locklear, T., Klein, A. (2024). The Future of Corporate DEI Strategies and Programs in the Evolving DEI Landscape [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will leverage various perspectives from industrial-organizational psychology scholars, internal and external I-O practitioners, and legal experts to discuss the evolving DEI landscape organizations are navigating. The panel seeks to demystify some ambiguity or misconceptions about significant events and resulting changes in the legal and political contexts in which companies operate. Implications for how organizations are adapting their DEI strategies and programs to these changes are addressed.

Evolving Work–Family Research: Considerations Needed for More Inclusive Approaches (Alternative Presentation - 197938)

12:30 PM – 1:50 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Matthews, R. A. (Co-Chair), & Leslie, J. J. (Co-Chair). (2024). Evolving Work-Family Research: Considerations Needed for More Inclusive Approaches. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The work–family discipline has been narrowly focused on the traditional family unit. For this reason, calls have been made for work–family research and methodologies to evolve and expand in order to reflect the true reality of American families. The goal of this alternative session is to explore the need for adopting a more holistic approach to what and who we study, and identify the challenges we may face in doing so. Speakers and audience members will cocreate innovative strategies for addressing these challenges.

Partnered Research in I-O Psychology: More Than the Scientist–Practitioner Model! (Panel Discussion - 196506)

12:30 PM – 1:50 PM | Location: Hyatt Ballroom B

Authors: Bonaccio, S. (Co-Chair), Fisher, S.L. (Co-Chair), Jaga, A., Martinez, L.R., Nitttrouer, C.L., Sasso, T., & Volpone, S.D. (2024). Partnered Research in I/O Psychology: More than the Scientist-Practitioner Model! [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States

Partnered research is a method and research philosophy that seeks to integrate multiple perspectives, not just those of the researchers and organizational partners, throughout the entire research process from the generation of the research questions to the development of the research methods and data collection. It is a key approach to inclusive research for many of the topics commonly studied in I-O psychology. This panel introduces the partnered research method, demonstrates how it can be useful, and offers guidance to researchers on how to adopt it to enhance their own research.

Are We Underutilizing Communication Data in I-O? New Insights, Tools, and Strategies (Symposium - 198387)

12:30 PM – 1:50 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Bisbey, T. (Co-Chair) & Perez, J. E. (Co-Chair) (2024). Are we underutilizing communication data in I-O? New insights, tools, and strategies [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Bisbey, T., Momcilovic, P., & Phetmisay, C. (2024). When hands are tied: Identifying the behavioral markers of leader receptivity. Perez, J. E., Bisbey, T., Bullock, O., & Seo, C. (2024). The double-edged sword of using shared language. Rosen, M., Khaleghzadegan, S., Links, A., Ahmad, A., Kilcullen, M., Boss, E., Beach, M.C., & Saha, S. (2024). Linguistic style matching and accommodation in patient-clinician communication. Mehta, N. M., Lacerenza, C. N., & Reyes, D. L. (2024). An integrative review of research on leadership development and nudging. Feitosa, J., Costa, P., & Argote, N. (2024). Virtual teams success: A meta-analysis.

Although interpersonal communication is central to work, it is underutilized as a research data source in industrial-organizational (I-O) studies. To bridge this gap, the proposed symposium focuses on 3 core themes: (a) social interactions profoundly influence the employee experience, (b) communication is not merely information exchange but a source of insight into underlying psychological processes, and (c) advances in technology offer opportunities to enhance I-O research through communication-based research. Authors also discuss practical guidance for effective workplace communication.

It's a Pleasure to Meet Me: Managing Self-Enhancement Bias in Coaching Engagements (Panel Discussion - 197028)

12:30 PM – 1:50 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Li, M (Chair), Crespo, M., de Moura, F.R.A., Festa, R., & Valerio, A. (2024). It's a Pleasure to Meet Me: Managing Self-Enhancement Bias in Coaching Engagements [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel explores the intricate relationship between self-enhancement bias and coaching efficiency. Authors investigate how this bias influences the feedback process, affects the coach–coachee relationship, and subsequently impacts coaching outcomes. The panel brings together experts to discuss practical strategies for navigating self-enhancement bias across cultural contexts, aiming to offer coaches a toolkit to enhance the effectiveness of their engagements. This session aims to lay the groundwork for more authentic, fruitful coaching engagements.

Refocusing on Stress Appraisals and Their Antecedents and Consequences (Symposium - 197576)

12:30 PM – 1:50 PM | Location: Hyatt Ballroom S CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Peng, Y. & Su, S. (Co-Chairs) (2024). Refocusing on Stress Appraisals and Their Antecedents and Consequences. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Qu, J., Li, P., & Xu, S. (2024). Innovative coworkers: A blessing or a curse for bootlegging? the influence of appraisals and performance goal orientation.

Zhan, Y., Peng, Y., & Schirle, G. (2024). The effect of age on employee transitioning to work-from-home: A stress appraisal perspective. Ford, M.T., Naidoo, J., & Fan, J. (2024). The effectiveness of daily emotional support tactics. Su, S., Choi, Y., & Peng, Y. (2024). Dynamic changes in employees' stress appraisal profiles of job demands. Paustian-Underdahl, S.C., Hackney, K.J., Daniels, S.R., Li, Y., Whyte IV, J., & Perrewé, P.L. (2024). The role of stress mindsets and coping appraisals in addressing maternal discrimination at work.

Scholars have recognized the critical roles of stress appraisals in predicting the effects of challenge and hindrance stressors on work and well-being outcomes. This symposium advances our understanding of stress appraisals by highlighting the importance both contextual and personal antecedents, examining both primary and secondary appraisals, incorporating threat appraisal to existing framework, adopting person-centered and intra-individual approaches, and examining a stress-is-enhancing mindset perspective.

Methods for Explainable Artificial Intelligence Research (Symposium - 198079)

12:30 PM – 1:50 PM | Location: Hyatt Grand Hall H

Authors: Yankov, G. P. (Chair), & Thompson, I. (Discussant). (2024). Methods for Explainable Artificial Intelligence Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Kim, Y., Tang, C., Upadhyay, N., & Song, Q. C. (2024). Knowing What's Going On: Interpretable Machine Learning in Organizational Research and Practice. Pitcher, B. D., & Yankov, G. P. (2024). Explaining Transformer Scores of Assessment Center Behaviors. Cornett, K., Hernandez, I., Nguetajio, M., Saurav, A., & Washington, G. (2024). Decoding Subtle Harms: Utilizing NLP and Explainability Algorithms to Identify Workplace Microaggressions. Langer, M., Hunsicker, T., & König, C. J. (2024). Decision-makers More Closely Follow Inaccurate Algorithmic Outputs Accompanied by Local Explanations.

Explainable AI (XAI) tackles the ubiquitous criticism that AI algorithms are black boxes. Recently, researchers have proposed XAI methods for both traditional and deep learning models. This symposium has 2 goals. Primarily, through the first 3 studies it familiarizes I-O psychologists with 5 innovative XAI methods. Secondly, through its last study the symposium provides insight into the reactions and the judgements which users form based on the provided AI-generated explanations. The session can help both academic and practicing I-O psychologists to vet and audit complex AI models.

Changing the Culture of Peer Review: How to Be the Reviewer You've Always Wanted (Master Tutorial - 197342)

12:30 PM – 1:50 PM | Location: Hyatt Grand Hall I

Authors: Kung, F. Y. H., Ansari, S., Diekmann, A.B., & Goldrick, M. (2024). Changing the culture of peer review: How to be the reviewer you've always wanted [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This interactive workshop with Reviewer Zero (<https://www.reviewerzero.net/home>) will provide strategies to help you improve the peer review process to advance scientific quality and promote an equitable and inclusive field of I-O psychology. In the workshop, authors will highlight data showing how poorly constructed reviews can harm early career scholars, and they will workshop writing kinder, more constructive reviews, responding to others' negative reviews, and advocating to editors.

Talent Hackathon: Group Brainstorming for Critical Organizational Issues (Alternative Presentation - 198364)

12:30 PM – 1:50 PM | Location: Hyatt Grand Hall J

Authors: Marcus-Blank, B. (Chair), Chamber, R. (Panelist), Congemi, P. (Panelist), Desrosiers, E. (Panelist), Dreyer, M. (Panelist), Ehret, M. (Panelist), Kamen, S. (Panelist), McCance, S. (Panelist). Talent Hackathon- Collaborative problem solving for crucial organizational challenges [Alternative Session Type]. Society for Industrial and Organization Psychology Annual Conference, Chicago, IL, United States.

Many I-O practitioners face similar challenges within their organizations. Through audience participation, this alternative session will crowdsource solutions to pressing organizational issues. Senior HR leaders from 7 companies will present an issue they are experiencing and then lead roundtable solutioning discussions.

A Practitioner's Discussion on Assessment Center Best Practices and Emerging Trends (Panel Discussion - 198122)

12:30 PM – 1:50 PM | Location: Hyatt Grand Hall K

Authors: Martin, J. (Co-Chair), Sabet, J. (Co-Chair), Barden, K., Larson, E., Scherbaum, C., Schrage, M. (2024). A Practitioner's Discussion on Assessment Center Best Practices and Emerging Trends. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Practitioners often face a variety of challenges to implementing assessment center (AC) best practices. Through a series of questions, the practitioner panel will describe common challenges related to AC validation, assessor selection and training, and accurate behavioral measurement as well as strategies for addressing these challenges. The panel will also discuss emerging trends and opportunities for AC design and implementation. This panel will offer strategies from experience and encourage audience participation to complement the discussion.

SIOP Frontiers Book on Computational Modeling for I-O Psychologists: Meet the Authors (Panel Discussion - 198576)

12:30 PM – 1:50 PM | Location: Hyatt Grand Hall L

Authors: Vancouver, J. B. (Chair), Braun, M. T., Grand, J. A., Hardy III, J. H., Kennedy, D. M. Neil, A. Tang, C. Wang, M., Weinhardt, J. M., & Zhou, L. (2024). New Frontiers Series Book on Computational Modeling for I-O Psychologists: Meet the Authors [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will introduce the latest addition to the SIOP Frontiers Series edited volume. The volume is about computational modeling. The book's editors and a representative from each chapter will be on hand to discuss and answer questions about computational modeling. Half the chapters are about what modeling has and can occur in domains of I-O psychology and the other half is on how to build, evaluate, and publish computational models.

What Are You Trying to Say? Clearly Communicating an Engaging Message (Alternative Presentation - 197406)

12:30 PM – 1:50 PM | Location: Hyatt Grand Hall MN

Authors: Heil, M.C. (Co-Chair), Champine, M. (Co-Chair), Strahan, S., Mills, A., Paskey, E., & Boyce, C. (2024). What Are You Trying to Say? Clearly Communicating an Engaging Message. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Your big moment has arrived, and you have the opportunity to talk to stakeholders about an important initiative. Without their approval, the work will be shelved and the firm will miss the chance to reap the benefits. Your audience knows little about the initiative, so you may put together slides that outline facts and figures that are disengaging and overly complicated. How do you clearly communicate the message you want your audience to hear? IGNITE Presenters will share insights and recommendations about effective communication strategies and work with participants to enhance their skills.

Succeeding on the Business School Job Market: An Insider's Perspective (Panel Discussion - 196516)

12:30 PM – 1:50 PM | Location: Swissotel Montreux 1

Authors: Van Egdom, D. (Co-Chair), Smith, R. W. (Co-Chair), Arena, D., Bauer, T.N., Crayne, M., Johnson, L., & Maupin, C.K. (2024). Succeeding on the Business School Job Market: An Insider's Perspective [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session provides an insider's perspective on pursuing an academic career within a business school. Panelists will share insight comparing business schools and psychology departments, providing insider knowledge on how to successfully navigate a business school job search. This session includes a panel of 6 faculty currently employed in a variety of business schools and from different backgrounds, including those previously working in psychology departments and industry. The panelists will cover the application timeline and marketing your materials, interviews, and job talks.

Using Organizational Culture to Become a Data Influencer: A SIOP-Style Focus Group (Alternative Presentation - 197777)

12:30 PM – 1:50 PM | Location: Swissotel Vevey 1/2

Authors: Jacobson, C., Dela Cruz, R., Lovell, E., Murphy, S., O'Mera, B., Young, S., & Thornton, J. (chair). (2024). Using organizational culture to become a data influencer: A SIOP-style focus group. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Employee listening programs are one of the most strategic and influential HR initiatives. However, successfully sharing insights from these programs often hinges on the buy-in and support of senior leaders and catering to implicit organizational norms. Six subject matter experts will lead a discussion around tactics and techniques they leverage to effectively tell stories with listening data. The audience will crowdsource additional viewpoints to create overarching themes. Together, these collaborative insights will shape best practices that can be applied once leaving the conference.

Will Machine Learning Help or Hurt Diversity? The Evidence to Date (Panel Discussion - 197190)

12:30 PM – 1:50 PM | Location: Swissotel Vevey 3/4

Authors: Campion, E. D. (Chair). Campion, M. A., Gardner, C., Koenig, N., Schmerling, D., Song, C., Steffensmeier, J., & Zhang, N. Will Machine Learning Help or Hurt Diversity? The Evidence to Date [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The purpose of this panel is to discuss evidence of subgroup differences in machine learning (ML) and the influence on diversity in selection. Initial research suggests ML models will likely reflect the same subgroup differences as the training data, using ML may reduce subgroup differences in application scores, and that over time ML models may be perceived as fairer. Authors consider the accumulating evidence and propose that ML may be useful to meaningfully reduce unfairness in hiring. This session is intended for those new to, or interested in, ML as well as those who are more advanced.

I-O Psychology in Sport Contexts: Perspectives From Experts Bridging the Fields (Panel Discussion - 197671)

12:30 PM – 1:50 PM | Location: Swissotel Zurich AB

Authors: Witt, L. A. (Chair), Waite, L., Shoenfelt, E. L., & Bernstein, A. F. (2024). I-O Psychology in Sport Contexts: Perspectives from Experts Bridging the Fields. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will discuss the intersection of I-O and sport psychology, and provide insight on how each field can leverage the strengths of the other to support the effectiveness of consultation with sport organizations, athletes, CEOs, and traditional I-O work contexts. Panel members dive into I-O best practices, and discuss needs analysis, the use of assessments, performance management, individual differences, and other I-O strengths that can support work in sporting organizations.

New Advances in Our Understanding of Age Stereotypes and Age Metastereotypes at Work (Symposium - 197325)

12:30 PM – 1:50 PM | Location: Swissotel Zurich D

Authors: Laguerre, R. A. (Co-Chair), Baker, C. L. (Co-Chair), & Petery, G. A. (Discussant). (2024). New Advances in Our Understanding of Age Stereotypes and Age Metastereotypes at Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Swift, H. J., & Drury, L. (2024). Age Stereotypes in Job Adverts Sustain Bias via Selection, not Attraction Processes. Roux, S., Burke, V., Cheung, H. K., & Finkelstein, L. (2024). A Qualitative Analysis of Aging Stereotypes by Gender. Baker, C. L., & De Bruin, R. (2024). The Role of Subjective Age on the Daily Experiences of Negative Age Metastereotypes. Oliveira, E., Laguerre, R. A., & Baker, C. L. (2024). Exploring Workplace Age Metastereotypes: Antecedents and Outcomes.

With the proliferation of research on aging at work and increased age diversity, there have been advances in our understanding of age stereotypes and age metastereotypes at work. Drawing on multiple methods, this symposium consists of studies that showcase: (a) how age stereotypes influence job applicant perceptions and the intersectionality of these stereotypes with gender, and (b) work-related antecedents and outcomes of the novel age metastereotype construct. These studies highlight the importance of age (meta)stereotypes at work when driving toward inclusive workplaces for all ages.

The Future of Talent in Tech (2.0): Every Company Is a Tech Company (Panel Discussion - 198045)

12:30 PM – 1:50 PM | Location: Swissotel Zurich EF

Authors: Mirando, T. (Chair), Facticeau, J., Foster, K., Mundell, J., Reburn, Z., Wester, A. (2023). The Future of Talent in Tech (2.0): Every Company is a Tech Company [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL,

United States.

Today, nearly every company is a technology company competing for talent across software engineering, IT, data scientists, and others in tech and tech-forward companies. This session will present current trends in the talent management space including the skills observed among common job families and best practices for selection in these roles. Panelists will discuss topics including how skills in tech roles are shifting, the current state of hiring and selection for tech and tech-forward companies, and trends that will lead I-Os into the future of hiring and selection for technology roles.

Time's Essence in Leadership: Temporal Traits, States, Behaviors, and Outcomes (Symposium - 197599)

2:00 PM – 2:50 PM | Location: Hyatt Ballroom A

Authors: Mohammed, S. (Co-Chair) & Alipour, K. (Co-Chair) (2024). Time's Essence in Leadership: Temporal Traits, States, Behaviors, and Outcomes [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Zhang, T., Mohammed, S., Melloy, R., & Liu, S. (2024). Time's Tight Embrace: Antecedents and Moderators of Time Pressure in Supervisor-Supervisee Dyads. Basore, C., Mohammed, S., Thoroughgood, C., & Sawyer, K. (2024). Trying Times: The Antecedents and Consequences of Temporal Conflict Between Supervisors and Supervisees Wei, W., Wang, D., & Zhao, H. (2024). How Do Team Temporal Leaders Promote Creativity? An Entrainment Perspective. Alipour, K. & Mohammed, S. (2024). It's About Time: Multidimensional Conceptualization and Measurement of Temporal Leadership.

In response to leadership research's longstanding neglect of time, this symposium showcases studies investigating intersections between leadership and subjective time. Various temporal traits (synchrony preference, time urgency), states (temporal conflict, temporal efficacy), and behaviors (temporal leadership) are demonstrated to affect outcomes across individual, dyadic, and team levels in applied contexts.

RIP2: More Constructs and Concepts Past Their Expiration Dates (Alternative Presentation - 197862)

2:00 PM – 2:50 PM | Location: Hyatt Ballroom B

Authors: Costanza, D. P. & Rudolph, C. W. (Co-Chairs). (2024). RIP2: More Constructs and Concepts Past Their Expiration Dates. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Zelin, A. (2024). Are we aware of the futility of unconscious bias training? Fisher, G. (2024). Disengaging from engagement. Shoss, M., & Crandell, H. A. (2024). Supervisor ratings of performance do not meet expectations. Thrasher, G., & Hammond, M. (2024). Love Shouldn't Always Be Blind: Squashing the Romance of Leader Development.

This session is part of an ongoing effort to reconsider constructs, concepts, and practices in I-O psychology that no longer adequately explain or offer understanding about organizational phenomena. Some disproven, unsupported, and unhelpful theories, ideas, and practices remain in the literature and practice longer than they should. The purpose of this session is to suggest 4 constructs and concepts in I-O psychology that are past their expiration dates.

The Implications of Generative AI for Assessment Practices: Friend and Foe (Panel Discussion - 198372)

2:00 PM – 2:50 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Bailey, R. O., (Chair), Fetzer, M. S., Grelle, D., Hezlett, S. A. & Putka, D. J. (2024). The Implications of Generative AI for Assessment Practices: Friend and Foe [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The growing availability of a variety of generative AI packages is creating both new opportunities and challenges for assessment at work. This panel will discuss how AI can augment assessment practices and ways it is undermining them. Topics include how AI may streamline the understanding of jobs, improve reactions to assessment, create difficulties for test security and validity, and enhance use of assessment results. Objectives include surfacing key areas for research, as well as adding to the framework of best practices and standards for assessment in light of generative AI.

What Is the "Real-World" Anyway? Navigating the Postgraduate School Transition (Panel Discussion - 197215)

2:00 PM – 2:50 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Taylor, M.R. (Chair), Rotch, M., Park, L., Granger, S., Taylor, A.B., Lane, K. (2024). What is the "Real-World" Anyway? Navigating the Post-Graduate School Transition [Panel]. Society for Industrial Organizational Psychology Annual Conference, Chicago, IL, United States.

Recent graduates and early career professionals will share their experiences transitioning from graduate school to applied careers in consulting, government, and industry. Together, the panelists will discuss their experiences exploring diverse career pathways, navigating challenges and uncertainty, key considerations for evaluating job offers, and creating an impactful contribution in applied roles.

The Impact of LLMs on Online Assessments: Pitfalls, Hype, and Promise (Panel Discussion - 197902)

2:00 PM – 2:50 PM | Location: Hyatt Ballroom S CD

Authors: Brusso, R. C., Sawdy, M., Sturdivant, M., Sullivan, T., & Theys, E. (2024). The Impact of LLMs on Online Assessments: Pitfalls, Hype, and Promise [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel will discuss ways that LLMs will make online assessments administratively difficult (e.g., candidate misbehavior), the hype surrounding LLMs in the candidate assessment space (e.g., what they can/cannot do, LLM detectors), and the potential positive application that LLMs have from growing the assessments space. Panelists of varying backgrounds will dispense best practices, lessons from the field, and future directions for LLM impact and use in the candidate assessment space.

Building Community and Building Your Career: The Importance of Social Support During (Alternative Presentation - 197114)

2:00 PM – 2:50 PM | Location: Hyatt Grand Hall H

Authors: Van Egdom, D. and Cobb, H. R. (co-chairs). Watson, G. P. (panelist) & Brady, J (panelist). (2024, April). Building community and building your career: The importance of social support during grad school and early career stages [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Panelists considered their own experiences with loneliness and isolation during graduate training and early career stages, 2 precarious points in the I-O psychologist's career path. Building off personal experiences, panelists discuss how they challenged the norms of isolation to build community while building our careers. They also discuss how community building helped to further their professional identities. This alternative session will also provide attendees with opportunities for community-building both within the session and tools for sustaining connection.

Alliance: Leading Diversity, Equity, and Inclusion Initiatives Into the Future (Special Event - 199643)

2:00 PM – 2:50 PM | Location: Hyatt Grand Hall I

Authors: Reiley, P. J. (Co-chair), Pavese, E. P. (Co-chair), Chen, J., Howard, A. R., O'Leary, A., & Romain, R. (2024). Alliance: Leading diversity, equity, and inclusion initiatives into the future [Panel discussion]. Society for Industrial and Organizational Psychology 39th Annual Meeting, Chicago, IL, United States.

This session will discuss practical data-driven approaches to address diversity, equity, and inclusion (DEI) challenges in the global workforce. This panel includes experienced practitioners from diverse multinational organizations across the for-profit, not-for-profit, and academic sectors. Expert panelists will share research and best practices for advising decision makers, overcoming obstacles, implementing new initiatives, adapting established programs, and sustaining effective long-term DEI efforts across shifting sociocultural tides. The panel discussion will also include time for Q&A.

Innovative Approaches to Job Analysis: Novel Solutions for Practical Challenges (Symposium - 198185)

2:00 PM – 2:50 PM | Location: Hyatt Grand Hall J

Authors: Palmer, P. C. (Chair). (2024). Innovative approaches to job analysis: Novel solutions for practical challenges. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Abraham, J. D., & Lambert, D. D. (2024). O*NET-based job profile similarity benchmarks: Practical use cases. Walmsley, P., Reck, T., & Kistler, L. (2024). Studying work roles using natural language processing: A cybersecurity case study. Kelly, C. (2024). Leveraging ChatGPT for job analysis: Practical use cases.

Innovations in job analysis are of great interest to research and practice, as traditional job analysis methods can be resource intensive, time consuming, or sometimes difficult to interpret. This symposium highlights ways we can think differently about approaching job analysis activities in a manner that introduces efficiencies or other practical benefits, such as by providing job similarity benchmarks in transportability studies, applying natural language processing to extract insights from unstructured qualitative data, or utilizing artificial intelligence in I-O work.

Applications of Artificial Intelligence to Selection and Job Analysis Contexts (Symposium - 197876)

2:00 PM – 2:50 PM | Location: Hyatt Grand Hall K

Authors: Zakzewski, J. E. (Co-Chair), Robson, S. (Co-Chair), & Fyffe, S. (Discussant). (2024). Applications of artificial intelligence to selection and job analysis contexts [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Zakzewski, J. E., Falgoust, G., Robson, S., & Lytell, M. (2024). Using large language models in evaluating occupational requirements. Huynh, C., Koutsoumpis, A., & Hickman, L. (2024). TAT-istical analysis: The impact of trait activation theory on automated interview scores. Jia, Z. & Lee, P. (2024). A new text-selection approach to process the long sequence data in transformers. Jang, M. D. & Kammeyer-Mueller, J. (2024). The effect of occupational distance on career transition: Job analysis approach on measuring occupational distance of college major.

Artificial intelligence (AI) continues to grow in applicability across research and practice in I-O psychology. This symposium explores current applications of AI to the context of selection and job analysis, including the use of large language models in job analysis; trait activation theory as a guiding framework for automated video assessments; a natural language processing approach to text selection as a means for improving validity of personality score prediction; and the expansion of the job analysis perspective to career transitions using an occupational distance metric.

Configuring Tomorrow's Teams: New Directions in Team Composition Research (Symposium - 198392)

2:00 PM – 2:50 PM | Location: Hyatt Grand Hall L

Authors: Gerkin, E. (Co-Chair) & Thayer, A.L. (Co-Chair). (2024). Configuring Tomorrow's Teams: New Directions in Team Composition Research. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Kukenberger, M.R., D'Innocenzo, L., Farro, A., Watson, D., Turner, S., Lee, D. (2024). Mitigating the Disruption of Emergent Leader Change through Shared Leadership. Addis, A., Akib, M., Nguyen, D., Thayer, A. L., Carmody, K., Wildman, J. L., & Carroll, M. (2024). The Adjacency Effect: Composition Influences Trust Spillover in Heterogeneous Human-Agent Teams. Pearman, J., Carter, D.R., Gerkin, E., Miller, J.D., Carter, N.T. (2024). Uncovering the Structure of Openness to Experience: Implications for Team Effectiveness. Emich, K.J., & Clark, S.C. (2024). The Shape of Attribute Alignment: A Novel Method to See Who on the Team Is Responsible for Its Performance.

Team composition, or the combination of team members' traits and qualities, has been shown to impact teamwork and performance. This symposium addresses shortcomings in the literature with current research that expands how team composition can be conceptualized and assessed—dynamically through member change, with technology as 'teammates' through human-agent teaming, following a new psychometric structure of personality, and with a new method that incorporates attribute magnitudes. Authors highlight multiple, diverse areas of team composition to encourage innovative future research.

Examining Pieces of the Humble Leadership Pie (Symposium - 198307)

2:00 PM – 2:50 PM | Location: Hyatt Grand Hall MN

Authors: McDuffie, J. W. (Co-Chair) & Maliakkal, N. T. (Co-Chair) (2024). Examining Pieces of the Humble Leadership Pie [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Pool, R. N., & McDuffie, J. W. (2024). The Impact of Helping Others and Taking on More Responsibility on Leadership Emergence: A Mediation Model. Pawirosetiko, J. S., Yankov, G. P., Rhyne, R. (2024). Keys to effective leadership: A new look at leader personality and self-awareness. Lehmann, M., Kluger, A. N., Cojuharencu, I., Itzhakov, G. (2024). Can humility be trained in an MBA program? The effect of a listening education class.

Interest in understanding leader humility and its impact on leaders has recently increased. Accordingly, this symposium highlights research on various qualities that make up a humble leader. Researchers and practitioners alike can gain insight into how components of a humble leader impact their performance and learn strategies for incorporating humility into their leadership development practices.

Candidate Experience and AI-Based Assessments: What We Know and Where to Go (Panel Discussion - 197615)

2:00 PM – 2:50 PM | Location: Swissotel Montreux 1

Authors: Gonzalez, M.F. (Co-Chair), Badr, K. (Co-Chair), Langer, M., Rothstein, E. G., & Sziedell, N.(2024). Candidate Experience and AI-Based Assessments: What We Know and Where to Go [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

I-O researchers and practitioners are navigating the implications of using artificial intelligence to aid with personnel assessment. Among these implications are concerns of how using AI may affect the candidate experience. Authors convene a panel of I-O researchers and practitioners to discuss what is currently known about candidate reactions to AI-based assessment practices and what relevant issues may emerge in the future. In doing so, this session will contribute to proactive solutions for managing AI-based assessments and advance research agendas that contribute to these solutions.

Poster Sessions: Diversity, Equity, Inclusion, & Leadership

2:00 PM – 2:50 PM | Location: Hyatt - Riverside Exhibit Hall

POSTER SESSIONS

Diversity Washing: Diverse Representation Speaks Louder Than Words (Poster - 196723)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Edema-Sillo, E., Mehta, N., Reyes, D., Santos, M., & Sabat, I. (2024). Diversity Washing: Diverse Representation Speaks Louder than Words [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors use text analysis and a signaling theory approach to study the extent to which authenticity and frequency of diversity signaling via social media influences the effects of manager diversity on diversity external recognition. Data on manager-level demographic diversity and over 6,000 diversity-related tweets were collected from the S&P 100 Index for the 2020 fiscal year. Diversity external recognition awards from the year 2021 were also documented. Results show that the ratio of diversity signaling negatively moderates the effect of manager diversity on diversity external recognition.

A Multilevel Review of Enhancing and Inhibiting Factors for Women's Success in STEM (Poster - 197035)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Sodiya, O. O. & Arena Jr, D. F. (2024) A Multilevel Review of Enhancing and Inhibiting Factors for Women's Success in STEM [Poster] Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Although gender parity is certainly an issue in many disciplines, some industries might put women at an exacerbated disadvantage. Focusing on women in STEM (science, technology, engineering, and mathematics) fields, authors conduct a systematic analysis of 185 pieces of scholarship. Review is organized into a multilevel model of the barriers and facilitating factors that women experience.

Diversity-Valuing Behavior: Self-Observer Convergence and Uniqueness (Poster - 197100)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Park, H. & Carpenter, N. C. (2024). Diversity-Valuing Behavior: Self-Observer Convergence and Uniqueness [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Diversity-valuing behavior (DVB, which refers to individual behavior that bolsters demographic balance in workplaces) has been rated only by observers. All raters possess biases, but raters' biases when using observers in DVB have not been discussed much yet. Thus, the purpose of this study is to examine the extent of the convergence and divergence between multisource ratings. The results showed a moderate convergence between self-raters and observers as well as evidence of divergence between the two types of raters (i.e., coworkers, supervisors).

Examining 10-Year Trends in a Federal Government Agency Across Demographic Groups (Poster - 197209)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: De la Flor Musso, M. E., Burtneck, S. K., Urbina De la Flor, R., & Wyrick, C. (2024). Examining 10-year trends in a federal government agency across demographic groups. [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The underrepresentation of Hispanics within the federal workforce has been a longstanding concern. To address this issue, Executive Order 13171 mandated agencies to initiate recruitment and career advancement programs tailored to Hispanic employees and to identify successful strategies for these purposes (National Archives, 2000). This longitudinal analysis examines the demographics and Hispanic representation of a federal agency at 3 different points between 2013 and 2023. Compelling evidence of differential patterns across minority groups rooted in race and origin differences was found.

The All-In@Work DEIA Survey: A People First Approach to Assessing DEIA at Work (Poster - 197210)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Pagan, A. P. & Steinhauser, E. F. (2024). The All-In@Work DEIA Survey: A People First approach to assessing DEIA at work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Recent conversations with leaders of federal agencies highlighted the need for sentiment surveys aimed at enhancing DEIA climate. In response, this research describes the development and validation of the All-In at Work DEIA Survey. The new measures' structure, reliability, and validity were supported. The constructs were associated with engagement, job satisfaction, intent to stay, recommend, contribution to broader purpose, and work-life balance, confirming the research hypotheses. This supports the inference that the new measure predicts relevant criterion variables.

Personalized Leaders and Follower Ethics: Moral Disengagement as a Mediator (Poster - 197216)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Stewart, J.W., Connelly, S., & Gordon, C.F. (2024). Personalized Leaders and Followers Ethics: Moral Disengagement as a Mediator [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Personalized charismatic leaders are based in dominance and authoritarian behavior, serve self-interests, and exploit others through narcissistic and impulsive behavior. Given their manipulative use of power, they may influence follower moral disengagement and ethical decision making during ethical ambiguity. Study results show that personalized leader influence on follower ethical decision making is fully mediated by cognitive reframing of the ethical dilemma. Findings suggest the importance of leader monitoring and informed followers in mitigating the consequences of personalized leaders.

Exploring Subordinate Perceptions of Leader EI and Inclusive Leadership (Poster - 197224)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Forgang, M.B. (2024). Exploring Subordinate Perceptions of Leader EI and Inclusive Leadership [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Author examined the relationship between, and interrelated influences of, perceived leader emotional intelligence and inclusive leadership on subordinate organizational commitment, turnover intentions, and leadership effectiveness. Findings indicate a significantly positive relationship between EI and IL ($r = .84$), that they both predict one another, are both positively related to organizational commitment and leadership effectiveness, and are negatively related to turnover intentions. There was a partial mediation effect between both predictors and perceived leadership effectiveness.

A Model of Gender, Family to Work Conflict Bias, and Supervisor Ostracism (Poster - 197226)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Webster, J. R., Adams, G. A., & Thoroughgood, C. (2024). A Model of Gender, Family to Work Conflict Bias and Ostracism [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

To better understand family-to-work conflict (FWC) bias, authors propose a novel theoretical perspective that women experience more ostracism from their supervisors partially because they are viewed as less trusted. The proposition was first tested using 3 studies: (a) a randomized instrumental variable design, (b) a field study of supervisor-subordinate dyads, and (c) a bias-disrupting experiment. Overall, because women were perceived as having greater FWC than men, supervisors responded with diminished cognitive trust, and engaged in greater ostracism of their female employees.

Leading During COVID-19: Collective Regulatory Focus and Financial Performance Growth (Poster - 197259)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Glerum, D. R., Young, H. R., & Johnson, R. E. (2024). Leading During COVID-19: Collective Regulatory Focus and Financial Performance Growth [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors proposed leaders' collective regulatory focus would influence financial performance growth through their organizations' actions in response to COVID-19. Using financial data from the 2019 Fortune 500 companies, along with thousands of corporate messages from executives, promotion-focused leadership positively affected financial performance growth through exploration actions and prevention-focused leadership negatively affected financial performance growth through exploitation actions. Results suggest several practical implications for leading during times of crisis.

Microsteps to Transformational Leadership: Empowering via Implicit Leader Prototypes (Poster - 197309)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Matta, F. K., Bennion, C., Frank, E. L. & Eisenhard, C. (2024). Micro-Steps to Transformational Leadership: Empowering via Implicit Leader Prototypes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Evidence-based advice on how to actually feel as well as be seen as transformational has remained an ambiguous, intangible, and aspirational end. Authors develop theory targeted at providing a direct means to psychologically empower aspiring leaders toward the transformational leader end. Results across 2 studies demonstrate how tangible implicit leader prototype interventions allow aspiring leaders to "live out" being an effective leader on a day-to-day basis, providing microsteps that spur psychological empowerment in oneself as a leader and ultimately transformational feelings and actions.

What's in It for Me? Followership Expectations Based on Humility, Level, and Sex (Poster - 197329)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Garcia M., Hymowitz, A., Forman, J., Nolan, K.P., Shapiro, T. (2024). What's in it for Me? Followership Expectations Based on Humility, Level, and Sex [Poster]. Society of Industrial and Organizational Psychology Conference, Chicago, IL, United States.

Authors examined how leaders' sociodemographic factors (i.e., sex, humility, and their status in an organizational hierarchy) and the followers' sex affect the followers' expectations of job-related and social benefits. Findings indicate that followers' expectations seemed largely biased by leader sex and leader level. Female presidents and female managers were expected to provide different benefits, especially when rated by female participants. Findings suggest that women in leadership positions appear to be viewed more positively when their position is more distal to the follower.

Millennial Employees: An Entitled Generation Seen by Managers? (Poster - 197370)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Huang, X., Xu, Erica, Li, F., & Chen, L. (2024). Millennial employee: An entitled generation seen by managers? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Managing post-90s Millennials can be challenging for managers who perceive them as being psychologically entitled. Previous studies comparing Millennials' entitlement with that of older generations, however, have produced mixed results. This paper shifts focus by viewing managers as a source of the challenges of managing Millennials. Using projection theory, authors show that managers with higher entitlement are more likely to project their own entitlement onto post-90s Millennials, underestimating their performance and exerting authoritarian control.

A Critical Examination of Personality Assessment Fairness (Poster - 197533)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Torres, K. E. & Dabdoub, A. (2024). A critical examination of personality assessment fairness [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Authors completed an intersectional equivalence analysis of the Hogan Personality Inventory (HPI), Hogan Development Survey (HDS), and Motives, Values, Preferences Inventory (MVPI). Findings indicate all scales function fairly across identities, and thus, authors would not expect to find differences in item endorsement nor scale scores based on group membership.

Job Search Crafting in STEM: The Roles of Diversity Climate and Financial Stress (Poster - 197551)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Peng, Y*, Hu, X*, Wu, J., Riccardi, C. & Seo, C. (2024). Job search Crafting in STEM: The roles of diversity climate and financial stress [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study investigates the impact of university diversity climate on STEM students' job search crafting and outcomes and the moderating effect of minority status by ethnicity through financial stress. Using 3-wave data from graduating STEM students, authors found support that university diversity climate has an indirect effect on job search outcomes (increased number of interviews and offers received) via career adaptability and job search crafting. Such an effect was weakened when students reported having high financial stress. Career-related implications of this study are discussed.

Is Inclusive Leadership a Gendered Leadership Style? (Poster - 197567)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Leon, A. & Perry, E. (2024). Is Inclusive Leadership a Gendered Leadership Style? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Two studies assessed whether inclusive leadership is perceived as a culturally masculine or feminine leadership style. Both revealed that inclusive leadership is gender neutral. Study 1 assessed the perceived masculinity-femininity of inclusive leadership behaviors, whereas Study 2 assessed the impact of manager gender on ratings of the typicality/frequency and importance of inclusive behaviors. Based on role congruity theory, results suggest leaders can (and should) engage in inclusive leadership with no penalty for doing so as a function of their gender. Additional findings are discussed.

Job Applicant Reactions to Being Othered on Demographic Forms (Poster - 197654)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Osborn, S. A., & Brummel, B. J. (2024). Job applicant reactions to being othered on demographic forms [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Job applicants may react negatively to being othered when completing demographic forms. Authors tested this with a repeated-measures experiment. Participants (N = 162) completed fictitious job applications that varied in the extent to which they selected "Other" response option for gender, sexuality, and race. Being othered worsened organizational attractiveness, feelings of inclusion, and intent to accept a job offer, especially when participants were repeatedly othered. Such effects could impede workforce diversity initiatives. Alternative demographic measurement approaches are discussed.

Social Class Blocks Mobility: How Do Socioeconomic Origins Influence Entrepreneurship (Poster - 197679)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Liu, Y., Huang, M., Chen, Z., & Shao, Y. (2024). Social Class Blocks Mobility: How Do Socioeconomic Origins Influence Entrepreneurship? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research has revealed the existence of an impediment referred to as the "class ceiling" that adversely affects individuals of humble backgrounds within organizations. This study examines it externally, focusing on the link between socioeconomic origins and entrepreneurship. Data from 2 studies indicate that individuals with lower socioeconomic origins show weaker entrepreneurial intentions, because of their weaker subjective norms and lower perceived behavior control. Findings highlight external barriers faced by disadvantaged individuals, offering insights into promoting social equality.

Workplace Social Pain Minimization Mediates Discrimination's Effect on Burnout (Poster - 197754)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Benbow, K. L., Kunstman, J. W. (2023). [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL United States.

Evidence suggests that experiences of discrimination are positively associated with employee burnout. Little work investigated the socioemotional psychological mechanisms underlying the relationship between negative social experiences and burnout. This study addresses this empirical gap by examining the role of social pain minimization in the relationships between discrimination and employee burnout. A longitudinal study examining employed Black Americans shows that social pain minimization mediates relationships between discrimination and employee burnout.

Religion and DEI: Helping and Hurting Behaviors and Attitudes of Christian Employees (Poster - 197760)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Hymowitz, A., Forman, J., Martinez, E., Salter, N., Garcia, M., Shapiro, T. (2024). Religion and DEI: Christians Engagement in Helping and Hurting Behavior and Attitudes [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Previous research has established a connection between religious beliefs and helping others; however, little research to date has examined how this translates into supportive action. Authors examined how subscribing to a religion is related to allyship and racially insensitive behaviors. Findings indicate that Christians and nonreligious individuals do not display significantly different levels of allyship. However, results suggest that Christians display significantly more colorblind behaviors and explicit negative attitudes towards racial minorities than do nonreligious individuals.

Factors Related to Bystander Intervention Against LGBTQ Mistreatment at Work (Poster - 197762)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Ugueto-Rey, G. A. & Elicker, J. D. (2024). Factors Related to Bystander Intervention Against LGBTQ Mistreatment at Work [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

LGBTQ individuals face higher levels of mistreatment in organizational settings compared to their peers. This introductory study of allyship in organizational bystander intervention examined the role of affective empathy and moral identity on perceived responsibility and intervention intention in response to LGBTQ mistreatment scenarios. Using an MTurk sample of 80 individuals, affective empathy and moral identity symbolization both led to active intervention intention through their effect on perceived responsibility. Moral identity internalization was found to lead to less avoidant intention.

Navigating the Funny Business: How Authenticity Addresses the Humor–Gender Paradox (Poster - 197787)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Vaidyanathan, N. & Ziegert, J. C. (2024). Navigating the Funny Business: How Authenticity Addresses the Humor–Gender Paradox [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Humor can be advantageous in the workplace, especially for high-status women; but its use often leads to negative perceptions for women. To address this double bind paradox associated with female humor expression in the workplace, authors introduce the concept of humor authenticity and demonstrate that high levels of it can amplify the positive impact of humor for women through increased voice and ultimately innovative output. As a result, humor authenticity offers a strategy for women to harness the benefits of humor while mitigating its drawbacks, helping to address the paradox they face.

How Occupational Stigma and Unit Racioethnic Diversity Affect Police Officers (Poster - 197881)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: LePage, B. L. & Avery, D. R. (2024). How occupational stigma and unit racioethnic diversity affect police officers [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Several recent high-profile instances of police brutality against citizens of color suggests the policing profession may be stigmatized. Testing this possibility, authors extend the dirty work literature by examining how context (i.e., patrol squad racioethnic diversity) influences the effects of perceived stigma on officer well-being and withdrawal. Tests of conditional indirect effects show that burnout significantly mediates the positive perceived stigma–turnover intentions relationship, and that unit racioethnic diversity significantly increases the effect of occupational stigma.

Divergent Outcomes and Common Desire: No Sex Differences in Job Attribute Preferences (Poster - 197945)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Vespi, C. E. & Clark, M. E. (2024). Divergent Outcomes and Common Desire: No Sex Differences in Job Attribute Preferences [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

It is unclear whether the large gender differences observed in occupational assortment can be attributed to differences in innate preferences, to social pressure, or to discrimination. Two studies assign online participants to complete a budget allocation task to test whether men and women prioritize different job attributes when asked to design their “ideal job” with a limited number of “job dollars.” It was found that, for most of the attributes included in both studies, there were no sex differences in the attributes that were prioritized the most

Trans and Nonbinary Employees’ Reactions to Coworkers who Share Pronouns (Poster - 198004)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Jaramillo, K., Nault, E., Sabat, I., Guzman, H., & Kostecki, T. (2023). Trans and Nonbinary Employees’ Reactions to Coworkers who Share Pronouns [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

It is more common for people to share their pronouns at work, though it is unclear how this behavior is perceived by trans and nonbinary (TGNB) employees. This study examines TGNB employees’ perceptions of coworkers sharing pronouns through semistructured interviews. Analysis yielded 3 themes: many participants reported feeling (1) supported and seen; however, participants also reported feeling (2) ambivalent and (3) othered. Overall, pronoun sharing is not uniform experience, and organizations and allies should consider factors that may limit the experienced benefits associated with this strategy.

Coping With Social Undermining in Socialization (Poster - 198050)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Zhang, X., Alanis, J. M., Ryan, A. M., Holmes, J., Liebler, J., & Gendhar B. (2024). Coping with social undermining in socialization: the role of positive framing and social support. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Social undermining can affect whether newcomers to an organization develop a sense of inclusion. Using a multiwave data collection during socialization of police officers, authors found that social undermining and social support interact to impact negative affect across time, positive framing of experiences, and perceptions of inclusion. Implications for socialization theory and early experiences of newcomers are discussed.

Neurodiversity Unleashed: Tapping Into Hidden Talent (Poster - 198061)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Ponce, L. P., Moon, N.A., Cannon, J., Bradshaw, B., Kuykendall, L. (2024, April). Neurodiversity Unleashed: Tapping into Hidden Talent [Poster session]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In today's competitive business environment, neurodiversity has emerged as a significant talent resource, with neurodiverse individuals possessing unique strengths due to their atypical neural wiring. This study embraces a strengths-based approach highlighting the unique contributions of neurodivergent individuals. This research suggests that matching neurodiverse individual's interests with appropriate occupational roles can enhance job performance and well-being. This perspective reshapes talent management, promoting a more inclusive and effective approach to human capital development.

Applying Construal Level Theory to Storytelling for Diversity Training (Poster - 198098)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Briggs, C. Q. (2024). Applying construal level theory to storytelling for diversity training [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This study elucidates theoretical pathways by which storytelling (ST) in DEI training may have beneficial outcomes. This experimental vignette study was a 2 (DEI training: ST vs. no) x 2 (Construal level: higher vs. lower) between-subjects factorial design. Results point to a complex relationship between ST and DEI outcomes. Results showed some support for the interaction of ST and higher construal on empathy variables. Further the role of cognitive empathy (perspective taking) as a mediator of the relationship between DEI training condition and outcomes was supported.

An Examination of Prescriptive Stereotypes of East Asians and Whites (Poster - 198181)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Yu, H., Block, C. J. (2024). An Examination of Prescriptive Stereotypes of East Asians and Whites. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Research indicates that East Asians (EAs) are stereotyped as competent, diligent, and intelligent, but not ambitious or dominant. Using a 6-factor agency scale, CADDIS (Ma et al., 2022), authors found that these descriptive stereotypes indeed manifest as prescriptive stereotypes for EAs; they are expected to exhibit greater independence, diligence, and competence compared to Whites. No significant differences were found in expectations of ambition, self-assuredness, or dominance. Future research should explore the consequences when EAs diverge from these agency expectations.

Voice-Activated Technology in Hiring and Accommodations for People who Stutter (Poster - 198197)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Magalona, J., Ryan, A. M., Herring, C., Gerlach-Houck, H., & Yaruss, J. S. (2024). Voice-Activated Technology in Hiring and Accommodations for People who Stutter [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

With greater use of voice-activated technology in hiring processes, accommodations for those with speech differences becomes increasingly important. Authors examined how people who stutter perceive voice-activated technology in hiring and what encourages or discourages them from asking for accommodations. Results indicated that people who stutter are often unlikely to request accommodations because they fear stigma from others or do not perceive the need for accommodations. Implications for the use of voice-activated technology during hiring are discussed.

The Influence of DEI Perceptions on Employee Referrals (Poster - 198198)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Bueno, S. A. (2024). A Path Analysis: The Influence of DEI Perceptions on Employee Referrals [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Author aimed to analyze the relationship between acknowledgment and employee referral intention mediated by DEI perceptions (belongingness, inclusion, and diverse climate). This study found evidence to support a working model (Appendix H), which suggests that DEI perceptions mediate a relationship between acknowledgment and employee referral intentions.

How Diversity Policies Shape Team Performance (Poster - 198317)

2:00 PM – 2:50 PM

POSTER SESSIONS

Authors: Grgic, J., Shemla, M., & Manzi, F. (2024). How Diversity Policies Shape Team Performance [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In this experimental study, authors investigated how gender quotas affect information elaboration and performance in homogeneous and diverse teams. Gender quotas are expected to facilitate performance of targets (i.e., women), as explained by increased person-organization fit and perceived fairness. However, the policies are expected to increase subgroup split within gender-mixed teams, negatively influencing outcomes such as team cohesion or identification. The study contributes to the existing literature and offers insights for practitioners in the context of diversity management.

Delving Into Dual Earners: Romantic Partners in Work-Family Research (Symposium - 197940)

2:00 PM – 2:50 PM | Location: Swissotel Vevey 1/2

Authors: Smith, C.E., & French, K.A. (2024) Delving into Dual Earners: Romantic Partners in Work-Family Research [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Thomas, C.E., Cobb, H.R., Strasburg, L., Billeaud, M.L., Rauvola, R.S., & Rudolph, C.W. (2024). Applying the actor-partner interdependence model to meta-analysis: A dyadic test of the spillover-crossover model for dual-income couples. Moran, L.H., French, K.A., Andel, S., & Lukjan, K. (2024). Occupational Callings, Workaholism, and Spousal Interactions. Regina, J., Waiwood, A.M., Allen, T.D., French, K.A., Salomon, K., Chen, Z., & Kayhan, V.O. (2024). Physiological Skin Conductance Responses to Work-Family Conflict Discussions. Oney, S.D., Shockley, K.M., Eatough, E., & Minei, E. (2024). Making bread and eating it too: Family division of labor and female breadwinner couple outcomes. Van Fossen, J., & Chang, C-H. (2024). Social comparison as a mechanism underlying crossover effects.

Spouses play a critical role in navigating the work-family landscape within coupled households, yet understanding of how and why spouses are impacted by work is limited. This symposium theoretically and methodologically enriches understanding of how work and work-family conflict spill over to romantic partners. The papers focus on a constellation of work experiences and use a variety of methodological tools to better understand psychological and physiological pathways by which positive and negative work experiences affect romantic partners, couple-level interactions, and relationship quality.

Revisiting Gender Disparities in OCBs: Bridging Research and Practitioner Insights (Alternative Presentation - 198385)

2:00 PM – 2:50 PM | Location: Swissotel Vevey 3/4

Authors: Hall, D. Y. (Chair). (2024). Revisiting Gender Disparities in OCBs: Bridging Research and Practitioner Insights. [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago IL, United States. Bergeron, D. M., Pearson, J., Roche Gallagher, M., & Rochford, K. (2024). Forty years in, ... reconsidering organizational citizenship behavior: Identifying and measuring gender- and race-related helping behaviors. Hustoft, Z. J., Hall, D. Y., Maliakkal, N. T., & Nei, K. S. Organizational citizenship behaviors and overall performance evaluations: Investigating the role of gender. Fonseca, R. (2024). Addressing disparities in performance management in practice. Murphy, L. (2024). Expectations and costs of performing organizational citizenship behaviors: Qualitative analysis of women leaders.

Researchers and practitioners will present perspectives on revisiting the gender differences in organizational citizenship behaviors and performance evaluations in short, ignite-style presentations, followed by small group discussions among the audience over posed questions. The small groups will then have the opportunity to share their insights with the broader audience and hear the presenters' perspectives. This session will discuss the implications of recognizing and rewarding OCBs and how this may improve gender equity in the workplace.

Harnessing Large Language Models in I-O Psychology: A Revolution in HR Offerings (Panel Discussion - 197181)

2:00 PM – 2:50 PM | Location: Swissotel Zurich AB

Authors: Hunt, S. T. (Chair), Garcia-Marquez, C., Granger, B., Predy, K., & Schneider, L. (2024). Harnessing Large Language Models in I-O Psychology: A Revolution in HR Offerings. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In the era of AI-driven transformation, the HR sector is witnessing significant innovation, especially with the emergence of large language models (LLMs). LLMs, like ChatGPT, are reshaping HR, from recruitment to performance evaluations. By analyzing vast textual data, they automate repetitive tasks and provide in-depth sentiment analysis, revolutionizing many HR processes. This panel brings experts to delve into the practical implications, ethical concerns, and the future of LLMs in HR, aiming to bridge the gap between technology and I-O psychology.

Simplify to Illuminate: How to IGNITE! Your Next I-O Elevator Pitch (Ignite - 198679)

2:00 PM – 2:50 PM | Location: Swissotel Zurich C

Authors: Layman, S., Bowman, A., Bradley, L., Harpe, L., Morris, S., Myers, T., Tison, E., & Vincent, C. (2024). Simplify to Illuminate: How to IGNITE! Your Next I/O Elevator Pitch. Panel discussion presented at the Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL, United States.

In the field of industrial-organizational (I-O) psychology, explaining complex concepts to lay audiences is a critical yet challenging task. This session will focus on transforming complex topics like validity, pay equity, bias, affirmative action, and more into accessible and engaging language. Expert panelists will present using the IGNITE! format (20 slides, 15 seconds each) with the goal of empowering attendees with clear, tailored talking points, helping them foster understanding and engagement in non-I-O audiences.

Signaling Through the AI Smoke: Deciphering Applicants in the LLM Labyrinth (Panel Discussion - 197927)

2:00 PM – 2:50 PM | Location: Swissotel Zurich D

Authors: Manels-Murphy, M., Roulin, N., Fecteau, J. D., Christensen, M. (Chair), Dunlop, P. D., Nuttgens, C., & Li, Z. (2024). Signaling Through the AI Smoke: Deciphering Applicants in the LLM Labyrinth [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session delves into the transformative influence of large language models (LLMs) on recruitment and selection processes. Authors explore the evolving landscape of LLMs and strategies for ensuring authentic candidate evaluation in the era of advanced AI. Key areas of discussion include the latest developments in LLMs, robust selection methodologies in the age of LLMs, and forward-looking insights and best practices.

Improving Selection and Reducing Adverse Impact Through Predictive Success Modeling (Symposium - 197807)

2:00 PM – 2:50 PM | Location: Swissotel Zurich EF

Authors: Persing, C. R. (Discussant). (2024). Improving Selection and Reducing Adverse Impact Through Predictive Success Modeling [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Shewach, O. R., Ingerick, M., Butterfuss, R., Carretta, T. L., & Gunther, K. (2024). Optimizing Qualification to U.S. Space Force Spacepower Disciplines: Aptitudes, Personality, and Pareto Optimization. Dirr, B. A. & Deregla, A. (2024). Evolution of Classification Models in the United States Air Force. Drake, M. R., Mouton, A. N., Deregla, A., & Carretta, T. R. (2024). Using Personality in Selection: Development and Use of Predictive Success Models.

Predictive success models (PSMs) combine differentially weighted predictors to improve predictive validity. Pareto optimization (PO)

provides an optimal solution on one objective (e.g., predictive validity), given a specified level on another objective (e.g., adverse impact ratio). PSMs can provide “almost too good to be true” outcomes where validity is improved and adverse impact is reduced, relative to existing USAF and USSF qualification composites. This session presents 3 papers where PSMs and PO have improved predictive validity and reduced adverse impact in a variety of jobs.

COL: Hot Takes on the Future of DEI According to I-O, Legal, and Business Experts (Community of Interest - 199553)

2:00 PM – 2:50 PM | Location: Swissotel Zurich G

Authors: Sachdev, A. (Chair), Mattingly, V., Jacob, A., Winterberg, C., Steadley, C. (2024). Invited: Hot takes on the future of DEI according to I-O, legal, and business experts [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This talk show-style session features diversity, equity, and inclusion (DEI) experts sharing how and why I-O accelerates DEI efforts. Your host, Dr. Victoria Mattingly (Dr. V) will address the current state of DEI, its intersection with I-O, and predictions for the future. Dr. V will then interview 2 internal DEI leaders, one an I-O and one not, to hear how they use data and I-O principles to drive their work. An I-O PhD/JD expert will then join, sharing the legal implications of using DEI data. After a lively conversation among all 4 speakers, the “show” will conclude with audience Q&A.

It's Time to Update Your Prior Beliefs: Bayesian Benefits for Organizational Analysis (Ignite - 197043)

3:00 PM – 3:50 PM | Location: Hyatt Ballroom A

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Courey, K. A., Guo, F., Ikner, B. N., Tang, C., Thompson, I., Traylor, J., & Hayes, T. L. (2024). It's time to update your prior: Bayesian benefits for organizational analysis [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This IGNITE! presentation highlights the specific advantages of conducting Bayesian analyses within organizational research and practice, as opposed to traditional null hypothesis significance testing. The presenters focus on 6 specific Bayesian benefits: (a) philosophical advantages, (b) communication advantages, (c) hierarchical models, (d) validity generalization, (e) the Bayesian workflow, and (f) future advantages.

Supporting the Next Generation: Graduate Students' Role in Science Communication (Panel Discussion - 197579)

3:00 PM – 3:50 PM | Location: Hyatt Ballroom B

Authors: Facticeau, D. B., Brossoit, R. M., Cave, K. A., Hanscom, M. E., & Mallard, A. (2024). Supporting the next generation: Graduate students' role in science communication. (Panel Discussion). Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.

In recent years, there has been a renewed interest in how I-O psychology research can be better communicated to make a broader societal impact. This panel discussion brings together graduate students, academics, and members working in industry to discuss how the field of I-O psychology can support a vital group of future science communicators: graduate students. Panelists will cover current opportunities for graduate students to gain science communication skills as well as discuss how these skills can be gained through graduate student training.

New Ways to Think About Wellness (Panel Discussion - 197232)

3:00 PM – 3:50 PM | Location: Hyatt Ballroom EF

VIRTUAL EXTENDED ACCESS CONTENT

Authors: El Kharzazi, R.J. (Chair), Geevarghese, A., Trafican, M., Stolle, D., & Tavis, A.A. (2024). New ways to think about wellness. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel discussion will generate conversation among panelists and between panelists and the audience in response to information and data shared by the session chair on the topics of: design thinking, innovation, DEIAB, and artificial intelligence as they relate to advances in employee wellness and wellness research. The session chair will pose questions regarding these emergent factors impacting the wellness programs organizations offer to their employees and invite attendees to participate in the discussion.

Sensors and Wearable Technology: The Good, the Bad, and the Not Quite There (Panel Discussion - 197780)

3:00 PM – 3:50 PM | Location: Hyatt Ballroom N CD

VIRTUAL EXTENDED ACCESS CONTENT

Authors: Ciarlante, K. (Co-Chair), Bessey, A. (Co-Chair), Bell, S. T., Kozlowski, S. W. J., Orvis, K., Quigley, K., & Robinson, M. (2024). Sensors and Wearable Technology: The good, the bad, and the not quite there [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel provides a platform to discuss the current and future use of sensors and wearable technology in psychological research. Topics will include best and worst practices for collecting and analyzing sensor data, future directions for wearable technology and sensor research (including a discussion of emerging and innovative technology), and opportunities and challenges associated with multidisciplinary technology research and collaborations.

Optimizing People Analytics: Partnering for Impact (Panel Discussion - 197883)

3:00 PM – 3:50 PM | Location: Hyatt Ballroom S CD

Authors: Durando, M. (Chair), Fry, T., Herk, N., Nesnidol, S., (2024). Optimizing People Analytics: Partnering for Impact [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel discussion explores various people analytics interaction models, emphasizing their impact on organizations' use of data for business gains. The session delves into theoretical and practical aspects, organizational structures, and real-world case studies, aiming

to provide insights for optimizing people analytics within organizations.

Measurement, Causes, and Consequences of Job Boredom (Symposium - 197464)

3:00 PM – 3:50 PM | Location: Hyatt Grand Hall H

Authors: Bowling, N. A. (Co-Chair), & Dye, K. (Co-Chair). (2024). Measurement, causes, and consequences of job boredom [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Kim, J., & Kaplan, S. A. (2024). Within-person changes in job boredom and counterproductive work behavior. Richardson, J., Couvillion, I., Donnelly, L., & Everett, J. (2024). Bored to tears: A Meta-analysis on the outcomes of workplace boredom. Dye, K., & Jex, S. M. (2024). The relationship between job boredom and romantic partner undermining and disengagement. Bowling, N. A., Dye, K., Jex, S. M., Hong, J., Eid, M., & Treadaway, C. (2024). Development of a new measure of job boredom.

Most researchers have assessed work-related emotions as global constructs, an approach that involves combining workers' responses across several discrete emotions (e.g., anger, anxiety, boredom). Although the global approach to assessing emotions has led to many important insights, combining discrete emotions into global measures obscures differences that may exist across various discrete emotions. There are thus benefits to studying discrete emotions independently from each other. In this symposium, authors focus on one discrete work-related emotional state: job boredom.

Looking Under the Hood 3.0: Tuning Up Practitioner Relationships in the AI Era (Panel Discussion - 198420)

3:00 PM – 3:50 PM | Location: Hyatt Grand Hall I

Authors: Bayless, J. M., Duncan, M. L., Fetzner, M., Hudy, M. J., Papinchock, J. M., Solomonson, A., & Yost, A. B. (2024). Looking Under the Hood: Tuning Up Practitioner Relationships in the AI Era [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will provide guidance to assessment practitioners, vendors, and consultants involved in the use of automated employment decision tools (AEDTs) with focus on the selection context. Topics will include relevant legislation and legal issues impacting the responsibilities of employers and assessment vendors in ensuring compliance with laws and guidelines, in addition to practical considerations in fostering productive partnerships across organizational boundaries.

Unproctored Internet Test Security: Are I-Os Behind the Curve? (Panel Discussion - 197597)

3:00 PM – 3:50 PM | Location: Hyatt Grand Hall J

Authors: Besl, A. N. (Co-Chair), Brusso, R., Camden, W., Dodge, K., Hurtz, G., Simonet, D. (Co-Chair), Thompson, N., Weiner, J. (2024). Unproctored Internet Test Security: Are I-Os Behind the Curve [Panel Session]? Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

A review of cheating research in unproctored internet testing surfaced few I-O publications. Most I-O research has emphasized faking on noncognitive assessments while ignoring deliberate attempts to misrepresent abilities, skills, and knowledge. Given increasing adoption of online testing coupled with increasingly sophisticated methods to fabricate expertise (e.g., chatGPT), a robust strategy is needed to preserve score integrity. This panel describes threats faced and novel solutions to safeguard testing assets drawing inspiration from certification, education, and software industries.

Healing Healthcare: Understanding and Facilitating Engagement and Development (Ignite - 198749)

3:00 PM – 3:50 PM | Location: Hyatt Grand Hall K

Authors: Carr, A. E. (Chair), Bachmann, A. (Co-Chair), Doverspike, D., Dyrbe, L., D., Gardner, A., Harrison, C., Schaefer, M., & Schwatka, N. (2024). Healthcare Employee Engagement in a Post-COVID World [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago IL, United States.

Engagement in healthcare employees is of exceptional importance, because human safety and lives often hinge on quality job performance. COVID-19 ravaged engagement levels in healthcare provider populations, and as a result it has become a key issue being discussed and acted on in many (if not most) healthcare organizations. This session explores case studies and data related to different efforts across organizations and types of healthcare providers to help employees feel engaged and thriving as the industry works to heal from the pandemic.

Navigating Coaching Tensions for Coaches of Color (Panel Discussion - 198203)

3:00 PM – 3:50 PM | Location: Hyatt Grand Hall L

Authors: Chung, H. H. (Co-Chair), Lall-Trail, S. (Co-Chair), Cerón Northcraft, A. (Panelist), Ibrahim, R. (Panelist), Samia, R. (Panelist), Alemseged, A. (Co-organizer), Ishihara, L. (Co-organizer), Lagunas, M. (Co-organizer). (2024). Coaches of Color [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

The coaching profession has taken a social turn toward a more justice-minded agenda, potentially bumping up against some implicit values or tenets in coaching practice, including coach neutrality and centering the client's agenda. For coaches of color, these tensions may be particularly pronounced or nuanced, given that their own racio-ethnic identity and lived experiences potentially inform coaching engagements with leaders situated in problematic organizational contexts. This panel session will explore these tensions in coaching practice from the perspectives of several coaches of color.

Seen but Not Heard? Amplifying the Voice of Frontline Workers (Ignite - 197725)

3:00 PM – 3:50 PM | Location: Hyatt Grand Hall MN

Authors: Wilson, D., Bentz, S., Colton, C., Meyer, M., Moye, M., Turner, M., Wittorp, D. (2024). Seen but not heard? Amplifying the voice of frontline workers [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Due to time constraints, minimal access to technology, or questionable trust in surveys, organizations often struggle to engage frontline workers in their employee listening efforts. In this IGNITE! session, presenters across 5 companies in manufacturing, retail, and healthcare will share methods of capturing frontline voice that vary in cost, difficulty, and richness of data. Time will be held at the end for interactive audience Q&A.

What Does Research Look Like in Academia and Industry? (Panel Discussion - 198359)

3:00 PM – 3:50 PM | Location: Swissotel Montreux 1

Authors: Goswami, A., (Chair), Coyle, P., Firat, R., Larson, E., Oliver, K, Rodriguez C., & Shirase, L. (2023). What does research look like in academia and industry? [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This session will delve into the essential elements of conducting research in academia and industry settings (people analytics), examining the distinctions between them. The topics covered will encompass formulating research questions, hypotheses, determining constructs, considering sample sizes, choosing analytical methods, and exploring the implications of research outcomes. To discuss these subtopics, the panel offers inputs of a diverse group of academics and practitioners, fostering insightful discussions, and offering guidance on potential career paths for future I-O graduates.

Unsticking Situations: Exploring Nontraditional Perspectives and Applications of SJTs (Alternative Presentation - 198820)

3:00 PM – 3:50 PM | Location: Swissotel Vevey 1/2

Authors: McCusker, M. (Chair), Ajmal, M. (Panelist), Hauenstein, N. (Panelist), Lilly, L. (Discussant) Wilson, R. (Panelist). (2024). Unsticking Situations: Exploring Non-traditional Perspectives & Applications of SJTs [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

SJTs are incredibly powerful tools for evaluating and augmenting organizational initiatives due to their flexibility. However, they are underutilized in practice, primarily due to lack of understanding of this flexibility. This IGNITE + Panel brings together experts from both academia and practice to build awareness of the value and best practices for implementing alternative uses of SJTs in organizations.

Incorporating Inclusion in Research: Innovative Practices From the Field (Panel Discussion - 198743)

3:00 PM – 3:50 PM | Location: Swissotel Vevey 3/4

Authors: Baghelai, D. R. (Chair), Martin, M., Allen, K., Nguyen, D., & Hunter, M. (2024). Incorporating Inclusion in Industrial/Organizational Psychology Research: Innovative Practices from the Field [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

This panel session aims to foster an open dialogue on inclusive research in I-O psychology with both academics and practitioners. Topics include why inclusive research is needed and how it benefits the field and populations that I-Os serve. Seasoned panelists will share insights on how they have incorporated inclusive research practices to promote the integration of inclusive practices and inspire future researchers.

Demystifying Request for Proposals (RFPs): From Development to Successful Bidding (Panel Discussion - 197555)

3:00 PM – 3:50 PM | Location: Swissotel Zurich AB

Authors: Cavanaugh, J., Lazarus, E., Morfit, C., Valentine, A., & Benson, A. (2024). Demystifying Request for Proposals (RFPs): From Development to Successful Bidding. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Request for proposals (RFPs) play a critical role in enabling organizations to acquire goods and services from external vendors. This presentation will shed light on the intricacies of RFPs, covering development strategy, the bid submission process, and the essential RFP components. The session will explore both internal and external consultant perspectives, reasons why organizations utilize RFPs, the challenges associated with executing an RFP, and the skills required for crafting and presenting successful RFPs. Attendees will gain practical knowledge relevant to many career paths.

More Than Its Sum: Workplace Experiences of People With Intersectional Identities (Symposium - 198323)

3:00 PM – 3:50 PM | Location: Swissotel Zurich C

Authors: Melson-Silimon, A. (Co-Chair), Outland, N. (Co-Chair), & Thomas, K. M. (Discussant) (2024). More Than Its Sum: Workplace Experiences of People with Intersectional Identities [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Anker, J.G., Carmichael-Tanaka, N., & Eby, L.T. (2024). Examining Weight Discrimination from an Intersectional Perspective. McChesney, J., Rade, C., & Koelblin, J. (2024). Understanding Biases in Hiring Applicants with Criminal Records: Race, Offense Severity, and Government Incentives. Campbell, C., & Foster, L. (2024). Stigma by Association: Does Employment "Pedigree" Affect How Applicants Are Perceived? Melson-Silimon, A. (2024). A Person-Centered Approach to Identity Management Strategies of Black Women.

Within this symposium, research is presented that highlights the experiences of workers at the intersection of gender, race, weight, and other stigmatized identities. Each study goes beyond past research by integrating different identity-based theories (i.e., stereotype content, MOSAIC, identity management) to explore challenges among various understudied groups. Although not exhaustive of the unique issues and contexts that minoritized employees face at work, each study extends knowledge of how organizations can provide employee support and protection.

Beyond Grants and Pub Cycles: Applied Career Paths for Academic I-O Psychologists (Panel Discussion - 198221)

3:00 PM – 3:50 PM | Location: Swissotel Zurich D

Authors: Nguyen, L. H., Page, K. P., Voyles, E. C., & Thompson, R. J. (2024). Beyond Research and Grants: Applied Career Paths for Academic I/O Psychologists [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

In an academic climate where research resources are scarce and tenure-tracked positions are increasingly rarer, many academic-tracked professionals may find themselves struggling to sustain their trajectory. For those contemplating applied roles, the panelists, made up of former academics who have transitioned to the applied workforce, will discuss a range of topics and lessons learned through their experience.

I Want to Lead, But I'm Not Getting the Development I Need: Advancing Women Leaders (Panel Discussion - 197205)

3:00 PM – 3:50 PM | Location: Swissotel Zurich EF

Authors: Levin, K. (Chair), Gupta, U., Mockler, S., Reddy, M., Redmond, L., & Zervos, L. (2024). I Want to Lead, But I'm Not Getting the Development I Need. Advancing Women Leaders. [Panel]. Society for Industrial and Organizational Psychology Annual Conference,

Chicago, IL, United States.

This session will present a research grounded perspective on how individuals and organizations can work to mitigate against and mend the gender inequalities in leadership representation and developmental practices. Topics will include literature on gender and leadership, guidance for women on how they may utilize coachability to drive their growth, and recommendations to organizational leaders and coaches on how to cultivate an environment that promotes womens' development and career advancement.

Closing Event & Closing Plenary Video

4:00 PM – 5:00 PM | Location: Hyatt Crystal Ballroom

EVENTS AND RECEPTIONS

Together we will celebrate an enriching conference and give back to our wonderful host community! Attendees will have the opportunity to build backpack kits and write notes to children and youth in Cook, DuPage, and Lake Counties in Illinois and Indiana taking part in programs run by Big Brothers Big Sisters of Metroplitan Chicago. Join us for food and refreshments while making a difference and affirming that mentorship matters!